PROCEEDINGS

27th Convention

International Brotherhood of Teamsters

SECOND DAY

Tuesday, June 27, 2006

Paris, Las Vegas

Las Vegas, Nevada

SECOND DAY
TUESDAY MORNING SESSION
June 27, 2006

...Greetings from celebrities were shown to the delegation, via video.

ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel.

(Applause)

Ladies and gentlemen, please welcome Teamsters General President James P. Hoffa.

(Applause)

The Convention was called to order at 9:03 a.m., General President Hoffa presiding.

GENERAL PRESIDENT HOFFA: Good morning, everybody. You guys look bright-eyed and bushy-tailed. It's good to see you.

Please rise for our U.S. and Canadian national anthems, and please welcome Brother Dominick Tocco from Teamsters Local 416 in Cleveland, Ohio, who will sing our national anthems.

DELEGATE DOMINIC TOCCO, Local 416, Cleveland, OH: Thank you, Mr. President. On July 1st I'll be celebrating 40 years in our industry and 27 as an officer and business agent. And I'm proud to say that I never have been and never will be TDU.

(Applause)

...The delegation stood for the singing of the national anthem of the United States, performed by Dominic Tocco, Local 416.

(Applause)

DELEGATE TOCCO: Thank you. Please remain standing as we salute our brothers and sisters from the north.

...The delegation stood for the singing of the national anthem of Canada, again performed by Dominic Tocco, Local 416.

(Applause)

GENERAL PRESIDENT HOFFA: Please remain standing for the invocation. This morning we're joined by Sister Mary Lou Salmeron,

president of Teamsters Local 986 in Los Angeles, who will give us this morning's invocation.

INVOCATION
MARY LOU SALMERON
IBT Local 986, Los Angeles, CA

Good morning, everyone. Once I give my invocation in English, I would like to give a brief invocation in Spanish, so please bear with me, for my Spanish-speaking brothers and sisters.

Let us pray.

Almighty God, we are gathered together for the very important task of electing officers for our great Teamsters Union.

We come to You requesting understanding, strength and power to do what is most important for all of our members.

Our Teamsters labor organization desires to develop a united group of working persons through our thoughts and efforts to collectively find some solutions for our survival, for the families and jobs that we must protect. In our unity for a working purpose, we build this working-persons'-union organization's future. We live and work in this great and powerful nation with the freedom in our society to have this opportunity of a convention like this.

All prayer is ultimately an act of hope. Without hope it has no substance. Hope empowers our intention and gives character to our action. While our action may be turned aside from its purpose, proper when it is genuine, cannot be taken over. It attains its goals because it is its goal.

Give us strength to work unceasingly toward our goal of building a better world. Let those who have the power of money be motivated by self-less compassion. Let money become a tool for the good of humankind. Teach us love, compassion and honor that we may heal each other.

We thank You, Lord, for all the blessings received and may You continue to shower us with the same. God bless you all. Amen.

...Sister Salmeron addressed the delegation in Spanish as follows:

Dios Todopoderoso, estamos todos reunidos para la importante tarea de elegir a los oficiales de nuestra Union Teamsters.

A Ti venimos solicitando entendimiento, fuerza y poder para hacer lo que es mas importante para nuestros miembros.

Danos fuerzas para trabajar incansablemente hacia nuestra meta de contruir un mundo major. Permitele a aquellos que tienen el poder del dinero estar motivados por una compacion desinteresada. Deja que el dinero se convierta en una herramienta para el bien de la humanidad.

Ensenanos amor, compacion y honor para que nos podamos curar los nos a los otros. Te damos gracias Senor por todas Tus bendiciones recibidas y que puedas continuar derramando las mismas sobre nosotros. Que Dios los Bendiga a todos. Amen.

Thank you

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Mary Lou. Thank you, Mary Lou. Thank you, Dominic.

Please be seated.

NOMINATION OF OFFICERS

GENERAL PRESIDENT HOFFA: Our first order of business is the nomination of Regional International Vice Presidents and Trustees. I call on the Election Supervisor, Richard Mark, to preside over these nominations. Would you please come forward.

Also, I want to make sure that everybody here shows the Election Supervisor complete respect. Thank you very much.

ELECTION SUPERVISOR MARK: The business of the Convention under Rule 6 of the Convention Rules is now the floor nomination

of candidates for Regional Vice Presidents of the International Brotherhood of Teamsters. The IBT Constitution provides that only elected delegates accredited by the Election Supervisor can participate in the floor nomination process. All others should leave the convention floor, and I ask the sergeants-at-arms to assist in this process. We will take a couple of minutes to allow the unelected delegates and guests who may be on the floor to leave the hall, the convention floor.

I note that if anyone in that body who may be leaving at this time is a nominee, you will be escorted to the microphone for acceptance, which as I will explain is microphone No. 2. If you wish to make your acceptance in person, you should gather by the forward door near the flag there for Joint Council 9 and Joint Council 65. It says Vendome on the outside.

There will be an Election Supervisor representative who will meet you there to bring you in to the floor to make your acceptance if you are not an elected delegate.

Elected delegates. On Sunday night, the Election Supervisor's office held a drawing to determine the order in which the regional nomination process would proceed. The result of that lottery is that the regions will be nominated in the following order: First, the Western Region; second, the Central Region; third, the Eastern Region; fourth, Teamsters Canada; and last, the Southern Region.

The lottery also included the names of persons who had announced themselves as candidates as of that time, and an order was determined by slate and for any non-slate people who were announced candidates in which they would be nominated.

After all nominations of announced candidates, I will hold the microphone open and call for any other nominations from the floor.

Under the Convention Rules, each candidate is allowed one nominator and one seconder. A nominator gets two minutes for the nomination speech, one minute for a seconding speech. You will be timed and we will keep the proceedings moving.

Nominators and seconders can refer to their candidate's expected slate affiliation. The candidate may make an acceptance statement, name union affiliation, slate affiliation. There shall be no policy or campaign speeches as part of the acceptance and there should be no candidate demonstrations at that time.

Nominations will be made from microphone No. 1, which is to your right in the area — it's illuminated now near the sign for Joint Council 10 or Joint Council 7.

The seconding speeches will be made from microphone No. 3, which is illuminated now near the flags for Joint Council 40 and 32.

And acceptances will be made from microphone No. 2, which is illuminated in the center aisle near the flag for Joint Council 87.

Nominated candidates must accept in person at the time of nomination or have submitted a written acceptance. If I have a written acceptance and no one is here to accept in person, I will announce that.

Will the nominators, seconders and candidates please proceed to the appropriate microphones. We have informed those who were announced candidates of the order, and I ask you to line up at each of those microphones in the order that was determined by lot so that we may proceed.

Nominations are now in order for the office of Western Region International Vice President. I call on microphone No. 1. Do we have a nomination?

WESTERN REGION VICE PRESIDENT

DELEGATE ROME ALOISE, IBT Local 853, San Leandro, CA: Mr. Chairman, I'm a proud delegate from Teamsters Local 853 at my sixth convention, proud to say.

(Applause)

I rise before this body today to nominate a man that has dedicated his entire adult life to the work of our union. He has been not only a mentor, but a role model and an inspiration to those of us to do the work for our members in the West.

To call him tireless wouldn't do him justice. Oftentimes I see him out visiting the barns early in the mornings, and later that night I'll see him lobbying politicians in someplace for what's good for our members. This man is the epitome of the definition of the word integrity. He's not only somebody that works hard, he believes in what he does, and he's done it for a long time for our area and for everybody across the country.

He's now the principal officer of Local 70, the president of Joint Council No. 7, a trustee on the biggest Taft-Hartley pension plan in the country, the Western Conference of Teamsters, and he's our Western Region Vice President.

It is an honor for me to put the name of Chuck Mack up for nomination for Western Region Vice President.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Mack?

DELEGATE BOB MORALES, IBT Local 350, Daly City, CA: I'm the secretary-treasurer of Teamster Local 350 in the Bay Area, and I'm proud and privileged to stand here today to second the nomination of one of the greatest labor leaders in the country. We're very proud of him.

And I second the nomination for Chuck Mack for Regional Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Thank you, Mr. Morales.

At Mike 2, do we have Mr. Mack?

VICE PRESIDENT MACK: Mr. Chair, I'm Chuck Mack, elected delegate from Teamsters Local 70 and a proud member of the Hoffa Slate. I am pleased to accept the nomination for Vice President, Western Region. Thank you.

(Standing ovation)

ELECTION OFFICER MARK: Microphone No. 1. Do we have a nomination? Mike 1.

DELEGATE EFREN HURTADO, IBT Local 848, Covina, CA: Mr. Chairman, I'm a rank-and-file member Teamster for 14 years. It is my distinct pleasure to nominate a man that works for every Teamster in this building and every Teamster out there. This man has dedicated 35 years of his life working in behalf of the Teamsters.

He's the son of an immigrant family. He is a military veteran. He also heads Local 848 as the secretary-treasurer, and is in charge of the largest Joint Council, 42, of Southern California.

This man is Jim Santangelo. It is my honor and my duty as a Teamster to nominate Mr. Jim Santangelo for Western Regional Vice President.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second for Mr. Santangelo?

DELEGATE LEROY JOSEPH, IBT Local 848, Covina, CA: Good morning, Mr. Chairman. Brothers and sisters, I'm a rank-and-file member of Local 848. I've been a rank-and-file Teamster for 17 years.

It is my privilege to second the nomination for my good friend, Mr. Jim Santangelo, for Western Region Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Microphone 2. Mr. Santangelo.

VICE PRESIDENT SANTANGELO: Mr. Chairman, it is absolutely without a doubt an honor and a privilege to accept the nomination for Western Region Vice President. Thank you.

(Applause)

ELECTION OFFICER MARK: Microphone No. 1. Do we have a nomination?

DELEGATE TONY ANDREWS, IBT Local 305, Portland, OR: Good morning. I'm president of Joint Council 37, state of Oregon, Southwestern Washington and Eastern Idaho. I'm also the principal officer of Local 305 located in Portland, Oregon.

Brothers and sisters, this union has been remarkably progressive over the past five years. We've faced some very difficult issues and we've dealt with them responsibly. We should all be proud of that.

It's taken a true leader, like our General President Jim Hoffa, and the input and hard work of other great leaders like Al Hobart, to move our union forward. Al has dedicated his entire working life to Teamster service.

He's Joint Council 28's president. It's based in Seattle, Washington; it represents 55,000 of the proudest Teamster members that I've ever encountered. And I know his joint council members respect him.

As a current Vice President of the Western Region and a member of the General Executive Board, Al Hobart has been an advocate and a friend to every Teamster member in this union.

Yesterday Brother Lucio Reyes expressed his heartfelt and very moving appreciation to his membership, to General President Hoffa, to Secretary-Treasurer Tom Keegel, all three of the Western Region Vice Presidents, and our At-Large Vice President Al Hobart, Chuck Mack and Randy Cammack and Jim Santangelo. He thanked them for their help in getting the Diamond Walnut strike settled, something the other administration didn't do and couldn't do.

(Applause)

Brothers and sisters, there's no better testament that confirms their dedication and qualifications. I am proud, confident and assured that nominating Al Hobart for Western Region Vice President is in the very best interests of our union's membership, and I ask you to support him, vote for him and the entire Hoffa Slate. Thank you.

(Applause)

Microphone No. 3.

DELEGATE DAVID GRAGE, IBT Local 763, Tukwila, WA: Good morning, Mr. Chairman. I'm the principal officer of Local 763. It gives me great pleasure to come before this body of Teamsters to second the nomination of a man who stands for our Teamster ideals and who is a great and brilliant leader, not only as regional vice president but as president of Joint Council 28. Al leads by walking the talk with dignity, with the values of a truly decent man who leads with his heart. I consider Al Hobart to be a friend and mentor.

It is with a deep sense of honor that I second the nomination of Al Hobart for Western Region Vice President on the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mr. Hobart, Mike 2.

DELEGATE J. ALLEN HOBART, IBT 760, Yakima, WA: I stand before you humbly to accept the nomination for Western Region Vice President on the Hoffa-Keegel 2006 Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Are there any other nominations for Western Region Vice President?

Do we have a nomination at mike 1? Proceed.

DELEGATE LARRY PARKER, IBT Local 986, South El Monte, CA: Thank you, Mr. Chairman. I nominate Frank Halstead of Local 572 in Carson, California, for the position of Western Region Vice President on the Tom Leedham Strong Contracts/Good Pensions Slate.

I've known Frank for ten years. I first met him where you'll find many good Teamsters, on a picket line. Frank, himself a warehousemen, was helping out striking rock and sand drivers. Over the last ten years I've come to know Frank

as one of the most knowledgeable and dedicated Teamsters around. We need a rank-and-file warehouse Teamster on the General Executive Board to provide a voice for working Teamsters on decisions made in our union.

Frank is a rank-and-file leader in our union. He's been a Teamster for over 18 years and a democratically-elected steward for 16 of those years. Frank has helped to organize thousands of Teamsters into our great union, and he has been instrumental in numerous contract battles.

Not only is Frank a great Teamster, but he's also a good union man in general. In 2004 when United Food and Commercial Workers Union extended their picket lines to the distribution facilities, Frank was one of the first Teamsters on the line greeting the UFCW strikers and pledging 100-percent support. He will be a valuable voice on the General Executive Board.

I am proud to nominate Frank Halstead for the position of Western Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION OFFICER MARK: Mike 3, do we have a second?

DELEGATE BEN McCUIN, IBT Local 324, Salem, OR: I proudly second the nomination of Frank Halstead for the position of Western Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Frank is a Teamster leader in the best sense of the word. He has always been there for the members on the picket line, at the grievances table or standing up for the members. Frank knows how to organize and how to lead. He has proven it. Frank will be a vice president dedicated to organizing for Teamster power. And he will never forget where he came from. Give the members a chance, vote to nominate Frank Halstead.

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 2.

BROTHER FRANK HALSTEAD, IBT Local 572, Carson, CA: I proudly accept the nomination for Western Region VP on the Tom Leedham Strong Contracts/Good Pension Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have any further nominations?

DELEGATE BILL ZIMMERMAN, IBT Local 206, Portland, OR: Yes. I rise to nominate Mark Babcock for the position of Western Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. I first met Mark in 2004 in Pasco, Washington, volunteering to help stem a de-cert vote at Tysons Food, Local 556. That was the first de-cert vote.

Mark is a 19-year Teamster out of Local 174 in Seattle. Mark has served as a shop steward, vice president, now as a business agent representing sanitation workers in the Seattle area. For the last six months Mark has spearheaded a contract campaign by organizing mass meetings and rallies that united 600 sanitation workers.

But Mark didn't stop there. He also built community support with politicians and religious leaders. That's real Teamster power. Because of Mark's leadership, those sanitation Teamsters won an industry-leading contract, including reducing their health and welfare out-of-pocket costs from $300 a month to $30 a month; also sizable wages and pension increases. That's why I proudly nominate Mark Babcock for International Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second?

DELEGATE CLIFF BAKER, IBT Local 324, Salem, OR: Yes, we do, Mr. Chairman. I rise to second the nomination of Mark Babcock for Western Region Vice President on the Teamsters Strong Contracts/Good Pension Slate. Sanitation is a core industry targeted for organizing.

Mark Babcock and Local 174's leaders like Dan Scott made that job easier by winning contracts that pay sanitation Teamsters in the greater Seattle area some of the best wages and pension contributions in the country.

I proudly second the nomination of Mark Babcock for Vice President on the Tom Leedham Good Contracts and Good Pensions Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, do we have an acceptance?

DELEGATE MARK BABCOCK, IBT Local 174, Tuckwila, WA: Mr. Chairman, I proudly accept the nomination of Western Region Vice President, and I'm honored to be part of the Tom Leedham Strong Contract and Pension Slate. Thank you.

(Applause and booing from the delegation.)

ELECTION SUPERVISOR MARK: Microphone No. 1, is there a nomination?

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: There is. I rise to nominate Dudley Stewart for the position of Western Region Vice President. Brother Stewart is a 40-year Teamster and President of Local 87 in Bakersfield, California. He was a leader on the picket lines during the 1997 UPS strike and is proud of the achievements of that strike and contract campaign.

As Western Region Vice President, Brother Stewart will work to put the power of IBT coordinated contract campaigns behind Teamsters in every industry across the West. Dudley knows that strong contracts go beyond just the economics. He knows that at UPS the devil is in the details, and Teamsters at Big Brown need strong contract language.

As Western Region Vice President, Dudley will help lead the fight to win real protections, protections from excessive overtime, from production harassment, and negative consequences of new technologies.

A local union officer for more than a decade, a voice for working Teamsters, Dudley Steward is the kind of leader we need on our General Executive Board. I'm proud to nominate Dudley Stewart for Western Region Vice President on the Tom Leedham Strong Contracts/Good Pensions Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Stewart?

DELEGATE JOHN THYER, IBT Local 604, St. Louis, MO: Yes, we do, Mr. Chairman. I'm secretary-treasurer of that local. I second the nomination of Dudley Stewart for Western Region Vice President.

ELECTION SUPERVISOR MARK: Thank you.

Microphone No. 2.

DELEGATE DUDLEY STEWART, IBT Local 87, Bakersfield, CA: I proudly accept the nomination for Western Division —

(Shouts from the delegation.)

— Regional Running Vice President.

ELECTION SUPERVISOR MARK: Thank you Mr. Steward.

DELEGATE STEWART: Sorry about that.

ELECTION SUPERVISOR MARK: Are there any other nominations from the floor for Western Region Vice President?

Are there any other nominations from the floor for Western Region Vice President?

Any other nominations from the floor for Western Region Vice President?

Hearing none, nominations for that position are closed.

CENTRAL REGION

ELECTION SUPERVISOR MARK: We move to the Central Region. Nominations for Central Region International Vice President are now open. I call on microphone No. 1.

DELEGATE MIKE HEINEN, IBT Local 200, Milwaukee, WI: Good morning. I have an honor to nominate Tim Buban for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pensions Slate. After finishing his military service, Tim

became a Teamster, and he's been a Teamster for 27 years. Tim has always fought for the rank and the file as a volunteer organizer and as a steward and as a full-time contract coordinator during the most successful labor victory of the last 20 years, the UPS strike.

He's been the recording secretary and now the principal officer of our 5,000-member Local 200. I was a Redi-Mix steward when Tim was elected Secretary-Treasurer of Local 200. When he was elected, the unionized Redi-Mix industry in Milwaukee was almost dead. Since Tim's election, we've had two new Redi-Mix companies that have been organized. We've had over 40 different construction jobs gone from non-union to union, and most important, a new master contract for the Redi-Mix industry has been tentatively agreed to with the employers.

Local 200 has come a long way under Tim's leadership. He's the kind of leader we need in our International. Give him your vote and give Teamsters a choice they deserve this fall.

I am proud to nominate my friend and my mentor, Tim Buban, for Central Region Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second?

DELEGATE MARK HORSLEY, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I second the nomination for Tim Buban, Central Vice President — Central Region Vice President. Strong local leaders of organizing —

(Shouts from the delegation.)

Strong local leaders with a track record of organizing and winning strong contracts are needed at the top of the union. Tim Buban leads by example and has won lots of contracts. Please accept his nomination. Tim Buban.

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Buban.

DELEGATE TIM BUBAN, IBT Local 200, Milwaukee, WI: I am secretary-treasurer of Teamsters 200. I accept the nomination for Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate, and I'm honored to accept. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE JERRY PAULI, IBT Local 710, Chicago, IL: Good morning, brothers and sisters.

(Applause)

Long-time Hoffa supporter. In the tradition of strong Teamster leadership, I'm here to nominate someone who is just that: A strong leader. He's been a loyal Teamster for 32 years. He's been serving the membership of Local 710 for well over 25 years. He's a third-generation Teamster; in fact, his father was on this very floor 40 years ago as an active Local 710 member at the 1966 Convention. That's in his blood, people.

(Applause)

He's a returning letterman to the Executive Board up there. He's been serving on the General Executive Board since 1996 and serving us well. His passion for the union is unyielding. His knowledge and wisdom is beyond his years.

He's someone who has shown the unique ability to connect with our diverse membership. From statesman and politicians, from all walks of life, his conversations are genuine, and that is one of the reasons people respond so well to him. In fact, in January of this year, his entire delegate slate ran unopposed, a true reflection of the confidence the membership of Local 710 has for his leadership.

He has persevered through many challenges and has celebrated many accomplishments, including a local membership of over 14,000 strong, and growing.

I am proud and honored to nominate my

friend, my mentor, Patrick W. Flynn, on the Hoffa Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Flynn?

DELEGATE MICHAEL J. SWEENEY, IBT Local 710, Chicago, IL: We do. Good morning, sisters and brothers. Please excuse my voice; I think it is a carryover from '96.

(Laughter)

I'm a vice president of Local 710 in Chicago. And a proud supporter of the Hoffa-Keegel Team.

I first met Pat Flynn more than 20 years ago when he was an organizer. He was working nights with his partner, Jimmy Dawes. Since this time, he's held every representative position in Local 710 except for trustee. However, I can think of no other man more deserving of your trust than Pat Flynn; therefore, Mr. Chairman, it is my great honor to second the nomination of Patrick Flynn to his third term at Central Region Vice President on the Hoffa-Keegel Team. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Flynn.

VICE PRESIDENT FLYNN: Mr. Chairman, first and foremost, I'm secretary-treasurer of Local 710, current Central Region Vice President, and recording secretary for Joint Council 25.

I am both honored and humbled, for the third time now, to accept my nomination to represent this great membership of ours on the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

BROTHER BRIAN LYTLE, Local 414, Fort Wayne, IN: Yes, we do, Mr. Chairperson. I am a 17-year member, proud member, of Local 414, Fort Wayne, Indiana. I rise before you today to nominate not only my father, but a great Teamster; a Teamster that you never, ever have to worry about where he stands. Because if you have to ask him where he stands, you shouldn't be in the same room with the man because he'll tell you, and he'll tell you once.

From there, he's been a Teamster for 40 years, and for 40 years he's been a great Teamster, a man that has fought and continues to fight for every member in this 1.4 million-members-strong Teamsters Union. He's been married for 39 years to one of the greatest women this world knows.

They said it would be rough up here, and they're absolutely correct.

(Applause)

At the age of 16, when he took office in Fort Wayne, Indiana, I can remember phone calls at 1:00 a.m., 2:00 a.m. in the morning. I'd hear his voice, and he'd say, "I'll be there in a bit."

(Applause)

At 2:00 o'clock in the morning he would make an hour drive to Consolidate Freightways because they were screwing our members again. He'd drive up there, take care of that problem, that night. Still today at 1:00 o'clock or 2:00 o'clock in the morning, if need be, Mr. Lytle will drive an hour. He'll drive ten hours, if need be, to help us, help the members of this great union.

With great pride, I nominate Walter A. Lytle for Central Region Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second?

DELEGATE GEORGE GERDES, IBT Local 414, Fort Wayne, IN: Yes, we do, Mr. Chairman. I'm a 22-year Teamster from Local 414 and a proud elected delegate on Hoffa-Lytle Slate. It's my pleasure and privilege to second the nomination for Walter Lytle for the third term since 1996 he's served this union and every member

in it. To talk to the railroad people, just one little thing, this train was off the tracks in '96, Walt put it back on. The train's leaving the station, folks. Get on it, and get on it with the Hoffa Slate.

(Applause)

ELECTION SUPERVISOR MARK: Mike No. 2.

VICE PRESIDENT LYTLE: Good morning. It's certainly been a privileged to have served as Central Region Vice President under the Hoffa administration for the last ten years, serving the membership of this great International Union. It is certainly an honor to be nominated once again to serve the membership of this great union on the Hoffa-Keegel Slate.

I will do any best to uphold our Constitution and serve the members of this great union until the day I resign or retire or die. I accept the nomination for Central Region Vice President on the Hoffa-Keegel Slate.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE WILLIAM LICHTENWALD, IBT Local 20, Toledo, OH: Mr. Chairman, I'm President, Teamsters Local 20, Joint Council 44, and proud Hoffa delegate.

Thirty-eight years ago we had an organizing campaign going on at a little warehouse in Toledo, Ohio. There was a young clerical lady there who really wasn't part of the bargaining unit, but saw that her co-workers in the warehouse weren't being treated fairly by her — I won't say how she said her boss — but by her boss. So she showed up with handbills, got involved in the organizing campaign, and thanks to her help, we won.

But unfortunately for her and fortunately for the Teamsters after that, not being part of bargaining unit, she was promptly fired. Instead of filing unfair labor practices, the organizers and business agents said, "Hey, we need someone like this down at the union hall." She was hired in our credit union.

Upon going to our credit union, she worked out a budget program for our members, she worked to get loans for people who couldn't get loans anywhere else.

She set up a Christmas Club program so members could have good Christmases for their family.

On top of that, even though she didn't have to, you'd see her out there in the morning, because she loved it, in picket lines and organizing handbills. You can imagine the dress required of ladies back in the late '60s and early '70s standing in front of a truck with a picket sign in a skirt and high heels, freezing her toes off and freezing her legs, but she was out there every morning.

People got to know this young lady in the credit union because of her popularity and strange-smelling perfume. I think it was Chanel Picket Line No. 5.

(Laughter)

It smelled like smoke. You all know that smell.

But a progressive president, Harold Lew, saw potential in her and hired her as a business agent. So she served as a business agent and moved on from there. Some of her accomplishments were business agent, head of the Teamster Federal Credit Union, trustee at Teamsters Local 20, coordinator, founding member of the President's International Women's Caucus, Assistant to the General President, Director of the Human Resources — Human Rights Commission. And I'm proud to nominate Cheryl Johnson, a woman who's worked her way to the top for International Vice President Central Region.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Ms. Johnson?

DELEGATE MARY LOU SALMERON, IBT Local 986, South Elmonte, CA: Yes, I do. I have known this lovely lady for 15 years. She brings added integrity, intelligence and responsibility to the General Executive Board, not because she's a woman but because of her record with the IBT in that she is a professional and a perfectionist and she's an advocate of diversity in the labor movement.

It is with great pride and certainly my privilege to second the nomination of Cheryl Johnson for Vice President.

...Delegate Salmeron addressed the delegates in Spanish.

DELEGATE SALMERON: Si se puede. Si se puede. Yes, we can. Yes, we can. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Ms. Johnson.

DELEGATE CHERYL JOHNSON, IBT Local 20, Toledo, OH: Mr. Chairman and brothers and sisters, Cheryl Johnson, proud member of Local 20 in the Hoffa Unity Slate.

It is a great honor for me to accept this position as Central Region Vice President. Thank you for your support.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. And I remind the delegates that there are to be no floor demonstrations for the candidates.

(Laughter)

Microphone No. 1.

DELEGATE MIKE COLI, IBT Local 727, Chicago, IL: Fellow Teamsters, brothers and sisters, I rise to nominate a great Teamster for Central Region Vice President on the Hoffa 2006 Slate. I stand to nominate John T. Coli.

As labor's enemies continue in their attempts to destroy us, we need a strong leader to continue the work that the Hoffa administration has already achieved. Brother Coli is that leader.

Fourteen years ago Brother Coli took the leadership of Local 727 in Chicago. The local had 3,000 members. Over the next decade, in an era when most locals were shrinking, he grew the local to more than 5,000 proud Teamsters. During that period of growth, he dramatically increased member services while negotiating industry-leading contracts that more than tripled members' wages.

As a trustee of the union's benefit funds, Brother Coli increased health insurance benefits at a time when others were facing cuts. In the last year he increased pension benefits 25 percent. He also created the Local 727 Educational Assistance Fund that provides up to $10,000 a year for every member, spouse or child who attends college.

It is these accomplishments which propelled him to a position of respect throughout Chicago and ultimately to the president of Joint Council 25. Since becoming a joint council president in 2002, Brother Coli brought radical change to the council. He increased the number of organizers. The council now has eight organizers in the field every day working campaigns.

He created a political department that has already conducted massive voter registration drives, get-out-the-vote campaigns and DRIVE sign-ups. His has turned Joint Council 25 into the most progressive joint council in this great International.

John T. Coli is a true Teamster. He learned what it is to be a Teamster from a great Teamster, our father, James E. Coli. The Teamsters Union needs this leader. It is my honor to nominate my brother, John T. Coli, for Vice President of the Central Region on the Hoffa 2006 Slate.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Coli?

DELEGATE BOB HOGAN, IBT Local 714, Berwyn, IL: Yes, we do, Mr. Chairman. I rise to second the nomination of John T. Coli for

Central Region Vice President on the Hoffa 2006 Slate.

Since joining the Teamsters while working as a parking lot attendant, Brother Coli has worked tirelessly to improve the lives of Teamsters. As a steward, John showed leadership skills that led to his election as Local 27 vice president and business agent. While working for the local, Brother Coli attended law school at night and graduated with honors. Hard to believe.

In 1992, Brother Coli became principal officer of Local 727. Over the last 14 years he has nearly doubled the membership of that local, and as a pension fund trustee he has oversaw a fourfold increase in pension fund assets while others aren't doing as well.

His exemplary leadership and abilities lead to his election as Joint Council 25 president. As president he transformed our joint council, the second largest joint council, into an organizing powerhouse and a political machine second to none.

I am proud to second the nomination of John T. Coli, my best friend, as Central Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Coli.

DELEGATE JOHN COLI, IBT Local 727, Chicago, IL: Mr. Chairman, brothers and sisters. I'm a delegate from Local 727, proud Hoffa delegate. I proudly accept the nomination for Central Region Vice President on the Hoffa Unity Slate. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE JIM WILLIAMS, IBT Local 955, Kansas City, MO: Thank you, Mr. Chairman, I'm president of Local 955 and Joint Council 56 in Kansas City. It's my great honor to place into nomination the name of Gordon Sweeton for Central Region Vice President. It's an honor to speak to this convention today about what it takes to be a real Teamster and what it takes to lead our great union.

I learned a very important lesson when I became a Teamster 31 years ago and served as shop steward at Fleming Foods. The lesson is this, if you're going to be effective in helping the members, you have to be willing to fight. To be a true Teamster leader you have to be willing to answer the bell and step into the ring when it's time to stand up for our members.

In 1988 when the Teamsters struck Fleming Foods in California and that strike rolled across the country, my job and lots of other jobs were on the line. We walked the picket lines because it was the right thing to do. When we asked Tom Leedham to honor those picket lines, he said, "No." We won that strike without Leedham's help. We won in large part because of the man who would still answer the bell, Gordon Sweeton.

Most of you know Gordon as the Assistant Freight Director of our powerful Freight Division and the great service he provides our members in that role. It's been my great privilege over the past 30 years to come to know Gordon as a true Teamster, a fighter and the hardest-working advocate for the members that I know. Gordon has the skills, the commitment and the insight to make him uniquely qualified to serve as vice president of our great union. I met Gordon Sweeton walking the picket line and Tom Leedham crossing it. Thank you, Mr. Chairman.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Sweeton?

DELEGATE DAN McKAY, IBT Local 600, St. Louis, MO: Mr. Chairman, I'm president of Teamsters Joint Council 13 in St. Louis, Missouri, as well as president of Local 600. I'm vice president of Missouri-Kansas-Nebraska

Conference of Teamsters, and I'm proud to be a Trustee on Teamsters 401 National K Plan.

I rise to second the nomination of Gordon Sweeton for Central Region Vice President. I've known Gordon for more than 15, 20 years and Gordon has exemplified what this organization stands for. I believe Gordon — in fact, I know Gordon will uphold the rich tradition of the Central Conference of Teamsters in the Missouri-Kansas-Nebraska Conference of Teamsters.

With that, sir, I second the nomination of Gordon Sweeton for Central Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Sweeton.

BROTHER GORDON SWEETON: Mr. Chairman, I've been a Teamster since I was 18 years old and a Teamster leader for the last 30 years. It's an honor and a privilege to accept the nomination of Central Region Vice President on the strongest slate here and the best, on the Jim Hoffa Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have any further nominations for Central Region Vice President?

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Yes.

ELECTION SUPERVISOR MARK: Please proceed.

DELEGATE CONNELL: I rise today to nominate Richard Berg for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pensions Slate. Richard Berg grew up in a Teamster family. As a matter of fact, his father was a member of my local in Milwaukee, Local 200, for over 30 years as a driver for Mercury Motors. He has carried that tradition into Chicago Local 743, working at the University of Chicago Hospitals for the past 18 years.

As a steward, business agent and organizer, Richard knows what it takes to fight and win for working Teamsters. As a hospital worker, Richard knows firsthand the challenges posed by a health care system that is failing by any measure to provide quality, affordable health care for Americans. As a member of Chicago Local 743, has experienced firsthand what can happen when a local union falls into corruption. Our union's former anti-corruption program RISE listed Local 43 among its Teamster locals tainted by corruption. Unfortunately, we know the embarrassment of that program. The officer, faced with losing an election to Richard, ordered a stop to the vote count.

He's taken on employers and he's had to take on problems of corruption and never stopped fighting and never stopped winning. I am proud to nominate Richard Berg for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Berg?

DELEGATE JAY DENNIS, IBT Local 89, Louisville, KY: Yes, Mr. Chairman, we have a second. I second the nomination of Richard Berg for Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate.

Sisters and brothers, as members of our great union, an organization that has fought for over a century to improve the lives of working people of all races and religions, we can all agree that any member that continues this mission is worthy of nomination. Richard Berg has done just that in his Local 743, one of most diverse locals within our union.

I'm proud to second the nomination of Richard Berg. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Berg.

BROTHER RICHARD BERG, IBT Local 743, Chicago, IL: I'm a housekeeper at the University of Chicago Hospitals and have been for the last 18 years. For all the forgotten Teamsters, I'm proud to accept the nomination of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE ALAN HALL, IBT Local 89, Louisville, KY: Yes, Mr. Chairman: I rise to nominate Butch Lewis for the position of Central Region Vice President on the Tom Leedham Strong Contract/Good Pension Slate.

A 32-year freight Teamster, Butch Lewis embodies the spirit and ability that is so needed in our union. Elected as a top vote getter as B.A. in 2002, Butch organized five new units in Local 100, while serving as a full-time business agent representing Teamsters in the public sector at Sun Chemical and other white paper contracts.

Winning organization drives is hard enough, getting a first-time contract — Butch won good contracts for each one of his organizations. The Teamsters magazine twice featured articles of Butch organizing victories. True to his union leadership, Butch wanted the newly-organized members, not himself, featured in the photographs.

When Butch continued organizing, he came up against a brick wall, lack of support from the International Union. When Local 100 signed up the vast majority of the workers at the third largest school district in Cincinnati, the IBT walked away, not an all too uncommon story. Butch has also served as a steward at USF Holland and is a member of the Disabled American Veterans.

It is with great pride that I nominate Butch Lewis as Central Region Vice President on the Tom Leedham Strong Contract/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Lewis?

DELEGATE JOHN THYER, IBT Local 604, St. Louis, MO: Yes, we do, Mr. Chairman. I'm secretary-treasurer of Local 604 in St. Louis, Missouri. I second the nomination of Butch Lewis for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. All the PR and all the consultants in the world will never replace what can be accomplished by honest, committed members. Butch Lewis is exactly that kind of member, and his track record of organizing and representation at Local 100 attests to that.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Lewis.

BROTHER BUTCH LEWIS, IBT Local 100, Cincinnati, OH: Mr. Chairman, I proudly accept the nomination of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pensions. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE WAYNE PHILLIPS, IBT Local 243, Detroit, MI: Yes, I do. I'm a rank-and-file steward and UPS driver out of Local 243 in Detroit. I rise to nominate Darwin Moore for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. Darwin hails from Local 243. He comes out of UPS. He's a long-time steward. Local 243 members elected him and our slate to represent them based on his track record and their desire to see new leadership at the top of this union. We've had enough broken promises. Now we need fighting leadership that can follow through.

Darwin's is the most active, motivated Teamster I know. He's a fighter through and through. He knows how to inspire members and live up to his promises. He has spearheaded the battle against UPS on their overtime issues. He's been on the front lines of the membership's efforts to stop the attacks on our benefits.

I'm proud to nominate Darwin Moore for the position of Central Region Vice President on the Tom Leedham Slate. Vote for change.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3: Do we have a second?

DELEGATE TONY LEE, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I've been a member of Local 89 for almost 42 years and a UPS employee for as long.

I second the nomination of Darwin Moore for the position of Central Region Vice President on the Tom Leedham Strong Contract/Good Pension Slate. We know how hard and effectively UPS works to soften and tame union representatives, especially those at the top of our union. To counter that, we need time-tested leaders who have proven their commitment to the membership. Darwin is an effective and aggressive fighter for membership rights. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 2. Proceed.

DELEGATE DARWIN MOORE, IBT Local 243, Detroit, MI: Mr. Chairman, I proudly accept the nomination for Central Region Vice President and honored to be part of the Tom Leedham Strong Contracts/Good Pensions Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE DAVID THORNSBERRY, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I nominate Mark Huckleberry for the position of Central Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. UPS is our largest and one of our most aggressive employers. They are constantly attacking the contract, the benefits and the working conditions of Teamster members. To counter this, we need strong, experienced leaders who know how to take on UPS and win.

Mark Huckleberry works in the heart of the beast at Louisville Air Hub in Kentucky. He is a 15-year member who has served as a steward and on the negotiating committee for the local air hub rider. He has aggressively defended the rights of UPS members around productivity and safety issues that are rampant at the air hub. He is a tireless union activist who has stood for reform and won his election as a delegate in one of the largest UPS local unions in the IBT.

Mark believes strongly in the power of the union, and with his youth, energy and determination, he would be a great asset to the General Executive Board. I'm proud to nominate Mark Huckleberry. Thanks.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3, do we have a second for Mr. Huckleberry?

DELEGATE JOHN BELL, IBT Local 243, Plymouth Township, MI: Yes, Mr. Chairman. I am seconding the nomination for Mark Huckleberry of the position of Central Region Vice President for Tom Leedham's Strong Contracts/Good Pension Slate.

Worldport is the heart of UPS's empire and their air operation. Though extremely profitable, has been strapped with two-tiered handed down by the IBT.

I'm happy to second the nomination for Brother Huckleberry who has worked at the Louisville Air Hub for 15 years. Mark has served as a steward on the negotiating committee for the local air rider and I'm proud to second the nomination.

(Applause)

ELECTION SUPERVISOR MARK: Mike 2, Mr. Huckleberry.

DELEGATE MARK HUCKLEBERRY, IBT Local 89, Louisville, KY: Mr. Chair, I accept the nomination for Central Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Are there any further nominations for Central Region Vice President from the floor?

Any further nominations for Central Region Vice President?

Any further nominations for Central Region Vice President?

Hearing none, nominations for Central Region International Vice President are closed.

VICE PRESIDENT – EASTERN REGION

ELECTION SUPERVISOR MARK: Nominations for Eastern Region International Vice President are now open.

(Applause)

Microphone 1 for nomination.

DELEGATE DAVID LAUGHTON, IBT Local 633, Manchester, NH: Thank you, Mr. Chairman. I'm an elected delegate and secretary-treasurer of Teamsters Local 633, Joint Council 10, in the Brewery and Soft Drink Conference. It's with a great pleasure I stand here today before the delegates to put a gentleman's name into nomination that most everybody knows in this room and certainly has worked with. Jack Cipriani is probably one of the tireless and best people I've ever worked with in this International Union.

(Applause)

Jack started his career in New York in 1967. He became a Teamster and became a steward there. He later moved south down to North Carolina where he immediately began the organizing campaign with Miller Brewing. He was a very critical part in that, showed his leadership skills and worked his way through there. We won that election. He became a shop steward there and moved on to become a local union leader. For 26 years he served that local union as an officer, the last ten years as their president.

He also served as the president of the joint council, International Vice President, the director of the Brewery and Soft Drink Conference. Let me tell you, I have worked with him for all of those years, and we've been through a lot of different times and trials and tribulations together.

His record speaks for itself. When you talk about the largest brewer in the country with 12 breweries, Anheuser-Busch, all kinds of problems in negotiations, a split committee. He came in, put it all together, got it done and got it done right. Probably the best industrial contract in the country, wages and benefits, through his direction and leadership.

He also put together the situation with Coca-Cola nationwide. Everybody in here knows of that situation. He's now doing the Miller Brewing negotiations, came out of a hospital bed recovering, the doctors said, "Stay home." He said, "No way." He sat at the table with me. I've got to wrap it up. Jack, good luck to you and thank you for the job you have done, and I place Jack Cipriani's name in nomination.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Cipriani?

DELEGATE KEN HALL, IBT Local 175, South Charleston, WV: Mr. Chairman, I am proud to second the nomination of Jack Cipriani as Eastern Region Vice President. When I have problems in my local with Coca-Cola, which is very often, or with Pepsi or with Budweiser or with Miller, the first call is to Jack who immediately sends us help or gets involved himself.

When we have a fight with UPS at the national level, you can always count on Jack being by your side. When corporate America is taking on

our pensions and the pension benefits of our members, Jack is at the table. In short, in working with Jack over the years as local union officers, and now on the GEB, the one thing you can always count on is that Jack is going to be there for the fight. Unlike some people who had the corner for five years and only criticized people, Jack comes to the table and takes on the fight for our members. I proudly second his nomination.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Cipriani, do we have an acceptance?

VICE PRESIDENT CIPRIANI: I proudly accept the nomination for Eastern Regional Vice President on the Hoffa-Keegel Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE BILL HAMILTON, IBT Local 107, Philadelphia, PA: Mr. Chairman, brothers and sisters, I'm the president, an elected delegate and a proud supporter of the Hoffa-Keegel Unity Slate. I am privileged and honored to nominate John Murphy for Eastern Region Vice President. John has been a Teamster for 37 years. He was raised in a Teamster family. He drove a beer truck and became a shop steward and the principal officer of Local 122 in Boston. He led the fight to take back our union in 1996 and uncovered the scam of the Carey-Leedham money-laundering scheme that led to the 1998 rerun elections. How can we forget?

(Applause)

He was Organizing Director when the Hoffa administration first took office. He led the fight to restore our Strike Fund and return our union to financial stability. He negotiated the mergers with the rail unions, adding 70,000 new members to our ranks. John towers over most with his unrelenting commitment to the members he represents and the local union he loves. He may have a nice smile and a nice demeanor but corporations know his rough side.

Union Pacific, Anheuser-Busch and United Technologies know John has teeth of steel, they know how hard he fights. He's a man of integrity, he's a man of enormous humanity and compassion and he's loved by those he serves because he never, ever forgets and he never, ever backs down.

Now, as director of the Teamsters Rail Conference John has set his sights on uniting the transportation workers. He has many peers but no equals.

For Eastern Region Vice President on the Hoffa Unity Slate, I am proud to nominate John Murphy, a Teamster with integrity and vision, a Teamster whose tireless leadership will continue to build our proud union. My friend, John Murphy.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Murphy?

DELEGATE JOHN PERRY, IBT Local 82, Boston, MA: Good morning, brothers and sisters. I'm a 35-year Teamster, secretary-treasurer and principal officer of Local 82 in Boston, elected delegate and a proud supporter of the Hoffa-Keegel Unity Slate.

Five years ago I was proud to stand here and nominate John Murphy as Eastern Region Vice President and it is still hard to imagine a Teamster leader more hard working, more committed or more determined than Brother Murphy.

When the Carey-Leedham administration tried to intimidate Teamster members, shut us out of our locals and denied us the right to vote at our convention, John kept us strong. When others told us it was over, John hunkered down, uncovered the Carey administration's scheme to steal the 1996 convention. Without John, our union would be divided, broke and weak.

If the new challenges we face are anything more difficult than those we have faced before, we need John now more than ever. I am proud to second the nomination of my brother, my friend, John Murphy, for Eastern Regional Vice President on the Hoffa-Keegel Unity Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, Mr. Murphy.

RAIL CONFERENCE DIRECTOR MURPHY: Brothers and sisters, I proudly accept the nomination of Eastern Region Vice President on the Hoffa-Keegel Slate. And you can count on one thing as long as I have one breath, I'm going to work for you and every single member to keep our union strong. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE ROY MARSHALL, IBT Local 585, Washington, PA: Yes, thank you, Mr. Chairman and the delegates to this 27th International Convention of our great union. I'm a proud elected delegate of Teamsters Local 585, committed to the Jim Hoffa-Tom Keegel 2006 Slate. I also currently serve as the secretary-treasurer of the Pennsylvania Conference of Teamsters and president of Teamsters Joint Council No. 40 in western Pennsylvania, and I might add, the proud home of the SuperBowl world champion Pittsburgh Steelers.

(Applause)

Today I am honored to stand before the delegates to nominate a candidate for the office of Eastern Region Vice President. This Teamster of nearly 39 years started his distinguished career as a helper on the trucks of the Gauron Freight in Philadelphia, Pennsylvania, Local 500. Not long after he started he was recognized as a leader and became a shop steward. Through his hard work and effort in representing his brothers and sisters in the workplace he soon became a trustee of Local 500 executive board.

Once again, Frank Gillen's leadership was recognized and he became the elected principal officer and president of Local 500, a position which he holds today.

Frank also is the elected president of Teamsters Joint Council No. 53 and elected president of the Pennsylvania Conference of Teamsters. The Pennsylvania Conference represents nearly 100,000 hard-working Teamsters in Pennsylvania and portions of New Jersey, Delaware and West Virginia.

Frank Gillen serves our members well. Frank understands what the word leadership stands for. He understands what representational membership means; and when called on to make the tough decisions, he will do what is in the best interests of the membership.

Brother Gillen was honored by this Executive Board to be selected to run for Eastern Region Vice President. And by electing Frank Gillen, the Hoffa-Keegel Slate candidates will never return to the dark years when they were broke, weak and hopelessly divided. We want to continue to move forward. This is why I stand before you today to nominate Brother Frank Gillen for the office of Eastern Region Vice President on the Hoffa-Keegel 2006 Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second for Mr. Gillen?

DELEGATE JIM KELLY, IBT Local 500, Philadelphia, PA: Mr. Chairman, Frank Gillen has been a Teamster for 39 years, he's a hard, relentless worker. His philosophy is always putting the member first. He'll be a great asset to this International Union and the General Executive Board. So I proudly second the nomination of Frank Gillen, VP for the Eastern Region on the Hoffa Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Gillen.

DELEGATE FRANK GILLEN, IBT Local 500, Philadelphia, PA: Mr. Chairman, it's an honor for me to stand here today to accept the nomination of Eastern Region Vice President on the Hoffa-Keegel Slate. Thank you everybody.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE GARY LaBARBERA, IBT Local 282, Lake Success, NY: Yes, you do. Good morning, Mr. Chairman, good morning, brothers and sisters. I'm president of Local 282 and president of Joint Council 16, New York City.

(Applause)

Today it is an honor for me to stand before my brothers and sisters as president of Joint Council 16 to make a nomination for the Eastern Region Vice President. A man that I'm to about to nominate is a Teamster for 44 years, brothers and sisters, and has served as the principal officer of Local 111 for 35 of those 44 years; a man that anyone that knows him knows there are two words that are connected with his name, dignity and respect.

(Applause)

A man that has led by example; a man that his entire family has dedicated their lives to the labor movement and the Teamsters Union. That is why I am so proud today to place into nomination for Eastern Region Vice President my friend, Dan Kane, Sr.

(Applause)

And I just want to urge — I just want to urge all of the New York State Teamster Alliance from Montauk Point to Buffalo to get out the vote for their members for our brother for the next Vice President of the Eastern Region, Dan Kane, Sr. Let's get this job done. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3. Is there a second for Mr. Kane?

DELEGATE JOHN BULGARO, IBT Local 294, Albany, NY: I'm president of Teamsters Local 294, Joint Council 18, a proud Hoffa delegate again. I am honored to make a second for a good friend and a good Teamster.

As Gary said, Dan has been a Teamster 44 years; 39 of those years he has been principal officer. His members spoke loud and clear on what they think of him by reelecting him all of that time.

He is, without a doubt, a man that carries himself well. He is absolutely respected among the Eastern Region people. He has always come to the aid of any local that needed him.

We have to look for a person that can work with the Hoffa administration. We remember the chaos we had when we had an Executive Board that couldn't function. We had an entire dysfunctional top side, and we can't have it again.

ELECTION SUPERVISOR MARK: Please wrap up your speech.

DELEGATE BULGARO: We need people that can work together. It is my pleasure to second the nomination of a good friend and a good Teamster, Dan Kane.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Kane.

DELEGATE DAN KANE, IBT Local 111, Rahway, NJ: Mr. Chairman, fellow delegates, I became a Teamster when I was 17. That accounts for the 44 years. It's a privilege and an honor to accept the nomination on the Hoffa-Keegel Slate for the Eastern Region. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK: Do we have further nominations at microphone No. 1 for Eastern Region Vice President?

DELEGATE STEVE BOTTIERI, IBT Local 945, Wayne, NJ: Yes, we do.

ELECTION SUPERVISOR MARK: Please proceed.

DELEGATE BOTTIERI: Mr. Chairman, I'm president and principal officer of Teamsters

Local 945 in Wayne, New Jersey. It's my pleasure today to address the delegates of this convention and to nominate the most dedicated and, make no mistake about it, the most respected Teamster in the state of New Jersey.

I nominate the president of Teamsters Local 408 and the president of Joint Council 73, Donald DiLeo, as an independent candidate for the position of Eastern Regional Vice President of the International Brotherhood of Teamsters.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. DiLeo?

DELEGATE TONY PETILLO, IBT Local 125, Totowa, NJ: Yes, you do. I am president and principal officer of Teamsters Local 125 in Totowa, New Jersey.

I am honored and privileged to stand here before you and second the nomination for Don DiLeo as Eastern Region Vice President. He's a hard-working Teamster who works tirelessly for the 65,000 members of Joint Council 73 and will work hard for everybody in this International. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone 2.

DELEGATE DON DiLEO, IBT Local 408, Union, NJ: Mr. Chairman, I proudly accept the nomination for Eastern Region Vice President as an independent — and I repeat — independent candidate for Eastern Region. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Do we have any further nominations for Eastern Region Vice President at microphone No. 1?

DELEGATE HOWARD RHINIER, IBT Local 771, Lancaster, PA: Yes, we do, Mr. Chairman.

ELECTION SUPERVISOR MARK: Please proceed.

DELEGATE RHINIER: I'm the secretary-treasurer, principal officer of Teamsters Local 771 in Lancaster, Pennsylvania, an elected delegate. I stand here before you today to proudly nominate my friend and brother to the position of Eastern Region Vice President.

He is currently the Eastern Region Freight Division Director. He is the president of Teamsters Local 776 in Harrisburg, Pennsylvania, with over 6,000 members. If you look in the dictionary under the word Teamsters, the definition is Danny Virtue. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Virtue?

DELEGATE CARLOS RAMOS, IBT Local 776, Harrisburg, PA: Yes, sir. I've known Dan Virtue for over 20 years. He's my principal officer and my friend.

There's only two things that I've got to say about Dan Virtue. He's a Teamster that works hard for the membership and he is no TDU guy. I don't care what you've read, heard or been told. If you talk to any Eastern Region business agent, they'll tell you that Dan Virtue is no TDU guy, and neither am I.

I proudly second the nomination of Danny Virtue for Eastern Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Virtue.

DELEGATE DAN VIRTURE, IBT Local 776, Harrisburg, PA: Yes, I accept that nomination. I'd like to say something to the floor.

ELECTION SUPERVISOR MARK: There can be no campaign speeches.

DELEGATE VIRTUE: I'm not campaigning. Mr. Ramos is right, I'm not TDU. No. 2, I submitted some Constitution proposals that I mailed to every delegate. When the Constitution Committee didn't accept that, I didn't accept it. I accept that —

ELECTION SUPERVISOR MARK: That's out of order.

DELEGATE VIRTUE: Thank you. And semper fi to the Marines.

ELECTION SUPERVISOR MARK: Thank you.

Are there any further nominations for Eastern Region Vice President at microphone No. 1?

Are there any further nominations for Eastern Region Vice President?

Any further nominations for Eastern Region Vice President?

Hearing none, nominations for Eastern Region Vice President are closed.

(Applause)

Nominations are now in order for Vice President from Teamsters Canada.

Microphone No. 1.

VICE PRESIDENT - TEAMSTERS CANADA

DELEGATE LARRY McDONALD, IBT Local 938, Mississauga, ON, CAN: Good morning, Mr. Chairman. I'm a delegate for the Hoffa-Keegel Slate, Bouvier Slate uncontested. I'm the president of the Joint Council 52 and the president of Teamsters Local 938 in Ontario, Canada. I say a proud Hoffa/Keegel/Bouvier supporter. At this time I rise to nominate Tom Fraser for International Vice President for Canada.

Tom has been a Teamster for 39 years, and during this time he has served this union well in various roles: President of Local 419, secretary-treasurer of the Joint Council 52, and International Vice President, to say a few. Although I have known Tom for some years, it's the past few years have given me a better insight as to his dedication and commitment. In short, he cares about the members. He really cares about members.

Tom Fraser is steadfast in his commitment to be a conscientious representative, an advocate for the membership and workers in whatever capacity he serves.

It is my pleasure to nominate Tom Fraser for Canadian Vice President on the Hoffa 2006 Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Fraser?

DELEGATE SERGE BERUBE, IBT Local 1999, Montreal, QC, CAN: I'm proud to second the nomination of Tom Fraser as Canadian Regional Vice President.

(Applause)

ELECTION SUPERVISOR MARK: Thank you.

Mr. Fraser, mike 2.

VICE PRESIDENT FRASER: My name is Tom Fraser. I'm president and elected delegate, Teamsters Local 419, Toronto, Canada. It's an honor for me to accept the nomination for International Vice President for Teamsters Canada on the great slate of Jimmy and Tom Keegel. I will serve this membership to the best of my ability always.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have another nomination for Teamsters Canada VP?

DELEGATE STAN HENNESSY, IBT Local 31, Vancouver, BC, CAN: We do. Brothers and sisters, delegates, I'm president and principal officer of Teamsters Local 31, Vancouver, Canada, and a very, very proud Hoffa delegate.

It is with pride that I rise to nominate a Teamster who truly exemplifies the qualities which make great leaders. At the age of 18, approximately 40 years ago, this youngster became a Teamster when he got a job as a truck driver.

In 1981, he was appointed to the position of business agent. In 1986, he was elected to the position of secretary-treasurer and principal

officer. In 1997, he became the president of Joint Council 36, the position he currently holds. He has also served as president of the BC Yukon Building Trades from 1997 to 2001.

This man has served with distinction at every level and has proven himself to be a thoughtful, considerate leader; a man who has united our joint council where the locals now work together in harmony and trust; a man who was faced with a crisis in the construction industry and without hesitation took the industry down and won huge, a huge contract for those members.

Brothers and sisters, I proudly nominate to the position of Vice President from the Canadian Region on the Jim Hoffa-Tom Keegel 2006 Slate, from Local 213, my friend and brother and a great leader, Don McGill.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. McGill?

DELEGATE RICHARD CHARRUAU, IBT Local 931, Montreal, QC, CAN: Good morning. I'm the president of Local 931 in Montreal. It is a privilege and a great honor to me to second the nomination of a great leader from the Rocky Mountains, Don McGill.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. McGill.

DELEGATE DON McGILL, IBT Local 213, Vancouver, BC, CAN: Thank you, Mr. Chairman. My name is Don McGill, a proud member of the Hoffa-Keegel 2006 Slate, and I proudly accept my nomination as Regional Vice President for Canada. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1.

DELEGATE ALAIN DE GRANDPRE, IBT Local 931, Montreal, QC, CAN: Mr. Chairman, I'm from Local 931, Montreal, Quebec, and a proud Hoffa delegate. It is an honor for me to place in nomination a brother Teamster who has been a union member all his working life, first as a truck driver for LaBatt's Brewery in my home city of Montreal and then as an officer and full-time rep in Local 1999, the largest local in Canada, when his union, the Brewery Workers, merged with the Teamsters over 30 years ago.

...Delegate De Grandpre addressed the delegation in French.

DELEGATE DE GRANDPRE: Together with our General President Jimmy Hoffa, he put together the Canadian Sovereignty Amendment to the International Constitution, an amendment we adopted five years ago at this convention, recognizing Teamsters Canada as a full partner with our International Union.

Together with our President Jimmy Hoffa, he has worked to build unity in Canada, unity between Teamsters Canada and our International Union and unity between our Teamster brothers and sisters in Canada and in the U.S.

...Delegate De Grandpre addressed the delegation in French.

DELEGATE DE GRANDPRE: Brothers and sisters, I am proud to nominate for the position of President of Teamsters Canada and International Vice President on the Jimmy Hoffa-Tom Keegel Team, my friend, Bob Bouvier.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Bouvier?

DELEGATE FRANK BIEKX, IBT Local 880, Windsor, ON, CAN: Yes. Good morning. I'm the president of Teamsters Local 880 in Windsor, Ontario, Canada. It's an honor and a privilege to stand here before the membership and second the nomination of Brother Robert Bouvier for the position of International Vice President and also President of Teamsters Canada on the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Bouvier.

VICE PRESIDENT BOUVIER: My Chairman, my name is Bob Bouvier. I'm a proud delegate of Local 1999 from Montreal, Canada, and a proud member of the Hoffa-Keegel 2006 Slate. It is with great humility and pride that I accept the nomination and thank all my Canadian delegates. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Are there any further nominations from are for Vice President from Teamsters Canada?

Are there any further nominations for the position of Vice President Teamsters Canada?

Any further nominations for the position of Vice President Teamsters Canada?

Hearing none, nominations for the position of Regional Vice President Canada are closed.

(Applause)

VICE PRESIDENT – SOUTHERN REGION

ELECTION SUPERVISOR MARK: Nominations are now in order for the position of International Vice President for the Southern Region.

Microphone No. 1, do we have a nomination for Southern Region Vice President?

DELEGATE RUSTY STEPP, IBT Local 577, Amarillo, TX: Yes, sir, we do. I'm an elected delegate and principal officer of Teamsters Local 577 in Amarillo, Texas. Two weeks ago I celebrated being a Teamster for 31 years. Local 577 does not represent any gymnastic workers, nor do we do gymnastics. We don't flip, we don't jump, we don't run.

(Laughter and applause)

We have supported the Hoffa Slate and continue to support the Hoffa Slate for ten years. When we make the right decision the first time, there is no need to change.

I stand before you today to nominate a no-nonsense, no-bullshit man that I've known for over 27 years from Dallas, Texas. I nominate for Southern Region Vice President Tyson Johnson.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Johnson?

DELEGATE MIKE SCOTT, IBT Local 769, Miami, FL: Yes, Mr. Chairman. Brothers and sisters, I'm from Joint Council 75. I'm here as a proud delegate and supporter of the Hoffa-Keegel Unity Slate. I'm privileged and honored to second the nomination of Tyson Johnson for Southern Region Vice President. I've worked with Brother Johnson. There's nothing small about Tyson Johnson. He's a giant when it comes to representing his members and Teamsters everywhere.

It's better to be Tyson's friend because as many employers will attest, he can be a bitter foe. There's not a freight member anywhere who's not proud and grateful to have Tyson on their side.

For Southern Region Vice President on the Hoffa-Keegel Unity Slate, I'm proud to second the nomination of Tyson Johnson, a Teamster with fire, fight, with integrity and compassion, a Teamster whose vision and leadership will continue to build the foundation of our great union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Johnson.

VICE PRESIDENT JOHNSON: Yes, Mr. Chairman. Tyson Johnson, proud member of the Hoffa-Keegel 2006 Slate and proud member of Local 745. I proudly accept the nomination of Southern Region Vice President. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 1.

DELEGATE MIKE STAPLETON, IBT Local 385, Orlando, FL: Mr. Chairman, I'm

president of Teamsters Local 385, a 32-year Teamster. I'm here today to nominate for Southern Region Vice President a friend, a 36-year Teamster, Ken Wood.

Ken's been a Teamster for more than most people in this room. He volunteered for Vietnam and served honorably, and upon return to civilian life in 1969 became a UPS package car driver and jobs steward. In '75, he became trustee of the local, recording secretary and latter secretary-treasurer. In 1995, he was elected president and has held that position unopposed every since, which speaks to the respect and loyalty his members have for him.

You do not accomplish this much in life without having a set of work ethics and values that are second to none. Ken is tireless in his efforts, unquestioned in his integrity, and devoted to the Teamster movement and, above all, loyal. The success of the Teamsters to date has depended upon leaders like Ken Wood and Mr. Hoffa. This legacy does not end here; more important is what still needs to be done, and that is why we are here today.

If this union is to continue to succeed and grow, we must have the leadership, the team that has a plan, demonstrated the skills, and the willingness to work endless hours, and the guts to do it.

I am proud to be here today to place into nomination a Teamster who has never failed to return a call to any local in the South, and they know it, Vice President Ken Wood.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Wood?

DELEGATE LETICIA ACOSTA , IBT Local 657, San Antonio, TX:

...Delegate Acosta addressed the delegation in Spanish.

Mr. Chairman, brothers and sisters, I'm with Joint Council 58. I am here as a proud delegate and supporter of the Hoffa-Keegel Slate. I am privileged and honored to second the nomination of Ken Wood for Southern Region Vice President. I have worked with Brother Wood for many years and have found him to be a hard-working Teamster of unquestionable honesty, loyalty and integrity. I am proud to second the nomination of Ken Wood for Southern Region Vice President.

Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Wood.

VICE PRESIDENT WOOD: Mr. Election Officer, brothers and sisters, my name is Ken Wood. I'm a 37-year Teamster, but more importantly, I am a candidate on the Hoffa-Keegel Slate. I proudly accept the nomination as Southern Region Vice President to be able to continue my life commitment and journey and representing and serving the members of this great International Union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination for Southern Region Vice President?

DELEGATE RONNIE VONGLIS, IBT Local 667, Memphis, TN: Yes, Mr. Chairman. I rise to nominate T.C. Bundrant for the position of Southern Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate. There's been a lot of talk here about organizing and rightly so. T.C. Bundrant is a proven organizer who helped lead the successful efforts to bring thousands of Overnite workers into our union, an accomplishment that had not been achieved before or since.

There will be talk here how we need strong and experienced local union leaders to build Teamster power. T.C. Bundrant is a hard-working principal officer who works every day for strong contracts and fights to protect his members. He represents Teamsters in freight and construction and dairies, and he's there for all of them, all the time, 24/7.

I know because I'm a friend of his, and I see his integrity and his work ethic close up. T.C. doesn't talk the talk, he walks the Teamster walk, day in and day out. He's a Teamster's Teamster.

I am proud to nominate T.C. Bundrant for Southern Region Vice President on the Tom Leedham Strong Contracts and Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Bundrant?

DELEGATE RANDY BROWN, IBT Local 728, Atlanta, GA: Yes, Mr. Chairman, I'd like to second the nomination of T.C. Bundrant for the position of Southern Region Vice President on the Tom Leedham Strong Contract/Good Pension Slate.

T.C.'s the principal officer in a local 150 miles north of ours. We all know him in Georgia as a rock-solid Teamster leader. He's the kind of hands-on officer we need at the International, and we look forward to seeing him there next year.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Bundrant.

BROTHER T.C. BUNDRANT, IBT Local 549, Blountville, TN: Mr. Chairman, my name is T.C. Bundrant, president of Teamsters Local 549. I'm running for office of Southern Region Vice President on the Tom Leedham Strong Contract/Good Pension Slate. I look forward to the election and working for the members, the rank-and-file members of our union. Thank you, sir, I accept your nomination.

(Applause)

ELECTION SUPERVISOR MARK: Are there any further nominations for Southern Region Vice President at microphone No 1?

DELEGATE MIKE MCGOWAN, IBT Local 667, Memphis, TN: Yes, Mr. Chairman. I rise to nominate Toni Jackson for the position of Southern Region Vice President on the Tom Leedham Strong Contract and Good Pension Slate.

Toni is from Memphis, Tennessee, the heart and soul of the South. I can tell you because I've been there with her. I watched her grow, I watched her when she come to work for UPS, I watched her as she strived to become a job steward. I watched her while she struggled unloading and loading trucks on the UPS box lines. I watched her rise to become a job steward. I also watched her just recently say, "I can't stand it no more." We have got to do something about this great International Union and this local union leadership.

She joined the slate to run to support Tom Leedham, and she beat an incumbent on the Jimmy Hoffa Slate to take her position here at this convention and let the working men and women in the Teamsters know that there's a voice in America for working America inside this great Teamsters Union.

With the recent attacks on our pensions and health care and the decline in our contract enforcement, Sister Jackson felt something had to be done. Toni is proud to join the slate and reflects the diversity, the experience of our membership.

I nominate my friend, my sister, Toni Jackson for the position of Southern Region Vice President on the Tom Leedham Strong Contract and Good Pension Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Ms. Jackson?

DELEGATE K.W. PHILLIPS, IBT Local 667, Memphis, TN: Yes, Mr. Chairman. I'm a first-time rank-and-file delegate. I gladly second the nomination of Sister Toni Jackson for the position of Southern Region Vice President on the Tom Leedham Strong Contracts/Good Pension Slate.

As a member of Local 667, I know that Sister Jackson commands the respect of members. As a steward, a picket line captain and a Teamster who does not run for cover or shy from doing what needs to be done to turn this great union around, to a union that is by, for and of the members. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Jackson.

SISTER TONI JACKSON: Mr. Chairman, I, Toni Jackson, Local 667, proudly accept the nomination for Vice President of the Southern Region.

(Applause)

ELECTION SUPERVISOR MARK: Are there any further nominations at microphone No. 1 for International Vice President, Southern Region?

Any further nominations at mike 1 for International Vice President, Southern Region?

Any further nominations for International Vice President, Southern Region?

Hearing none, the nominations are closed.

(Applause)

INTERNATIONAL TRUSTEE

ELECTION SUPERVISOR MARK: Rule 7 of the Convention Rules says that the next order of business are the nominations for the position of International Trustee. Nominations are now open for the position of International Trustee, and I call upon microphone No. 1.

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Mr. Chairman, I rise here to nominate Millie Gonzalez for the position of trustee on the Tom Leedham Strong Contracts/Good Pension Slate. A Teamster since 1986 at the Port of San Juan, Puerto Rico, Millie Gonzalez helped organize Teamsters for Change, a movement of Puerto Rican Teamsters who fought successfully for a stronger, more democratic Local 901. She has fought for justice within the union and in the community. She helped form Local 901's first women's committee. She represented the IBT in a campaign to stop the bombing of Vieques Island and has been active in numerous labor and community battles against privatization in Puerto Rico.

Millie will be a great asset to our union and a voice for Puerto Rican Teamsters. When she serves as a trustee, Teamster events will fly the Puerto Rican Flag, absent here today as it was five years ago.

I am proud to nominate Millie Gonzalez for the position of trustee on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Ms. Gonzalez?

DELEGATE KATIE BRUTCHER, IBT Local 1149, Baldwinsville, NY: Yes, Mr. Chairman, I'm with the Anheuser Busch Brewery, Baldwinsville, New York. I rise to second the nomination for Millie Gonzalez for International Trustee. Our International Union leadership should reflect the voices, concerns and experiences of all Teamster members.

As a woman Teamster and elected convention delegate I have seen women Teamsters urged to step forward as leaders, and I have seen women Teamsters urged to step aside. Millie Gonzalez is a fighter who steps aside for no one when it comes to standing up for Teamster members. I proudly second her nomination for International Trustee on the Tom Leedham Strong Contracts/Good Pensions Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, do we have an acceptance?

UNIDENTIFIED DELEGATE: Shut it down. Shut it down. No acceptance. Let's move on.

ELECTION SUPERVISOR MARK: No acceptance, and I have no written acceptance.

(Shouts from the delegation.)

Microphone No. 1.

UNIDENTIFIED DELEGATE: Mr. Chairman —

ELECTION SUPERVISOR MARK: Microphone No. 2, please.

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Mr. Chairman, Millie Gonzalez has submitted a written acceptance for her nomination.

UNIDENTIFIED DELEGATE: It's too late.

DELEGATE POPE: No. She submitted is properly with your office.

ELECTION SUPERVISOR MARK: We will check back at the office.

DELEGATE POPE: Thank you.

ELECTION SUPERVISOR MARK: I do not have it with me on the podium.

If a written acceptance has been submitted, the nomination will be valid.

Microphone No. 1.

DELEGATE ARTHUR A. CANTU, IBT Local 36, San Diego, CA: Mr. Chairman, brothers and sisters, I'm a principal officer and also an elected delegate to this great Convention and a proud supporter of the Hoffa-Keegel Unity Slate. It's my privileged and honor to nominate Frank Gallegos at International Trustee.

Frank comes from a proud working family. Both his parents are Teamsters. Frank has over 37 years in the Teamsters Union. He started in the early '70s in food processing industry, became shop steward in 1975. Ten years later, 1985, he was elected principal officer of his Local 890, and he has run that position for the last 21 years.

Frank also sits on the Executive Board for Joint Council 7. He is also a member of both the California and National Teamsters Hispanic Caucus, and since 2001 has been International Trustee for this great, great union.

Frank, at his office with his dedicated staff, has organized new Teamster members in the food processing industry, bringing in well over 2,000 members into his local.

Another thing I'm very proud of with Frank is he's developed the project to empower new immigrants, bringing them through the citizenship process, educating and involving them about the political process and bringing in well over 12,000 immigrants into this.

Through his tireless work, his dedication, his members and his community, Frank makes Teamster power a reality.

A Teamster for all brothers who can be proud to have as a leader, a Teamster who will continue to build the great legacy for Trustee for the Hoffa-Keegel Unity Slate, I am proud to nominate my brother, my friend, Frank Gallegos. Viva Hoffa! Viva Gallegos! Viva Hoffa! Viva Gallegos!

(Applause)

Microphone No. 3, do we have a second for Mr. Gallegos?

DELEGATE ERNIE YATES, IBT Local 665. San Francisco, CA: Yes, we do, Mr. Chairman. Brothers and sisters, I'm the principal officer of Local 665 in San Francisco, an elected delegate and proud to be here to support the Hoffa-Keegel Team.

Frank led one of the biggest strikes in basic vegetables many years ago. With his leadership, the membership stuck by. They won almost everything they asked for. Frank's whole life has been about building teamwork and people, bringing them together.

I am very proud to second the nomination of Frank Gallegos for Trustee of this great International. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2.

DELEGATE FRANKLIN GALLEGOS, IBT Local 890, Salinas, CA: I am proud and honored to accept this nomination. I'm also proud to be part of the Hoffa-Leedham Team.

(Laughter)

Leedham — Keegel Team. Excuse me. "Keegel" is what I said. Excuse me.

Brothers and sisters, brothers and sisters, brothers and sisters, I have worked hard for this organization, and I am proud to be part of this Hoffa Team. I ask that all of you stand behind us. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination for trustee?

DELEGATE MIKE SCOTT, IBT Local 769, Miami, FL: Yes, Mr. Chairman. I'm an elected delegate and proud supporter of the Hoffa-Keegel Unity Slate. I'm privileged and honored to nominate Henry Perry as International Trustee. Henry's been a Teamster for 36 years. He started out as a dock worker and has worked for several Teamster-represented trucking lines. He served as a job steward for 15 years fighting for his members. He became Local 667's union trustee in '87. In '95 through '96 he was the interim Vice President for Local 667. He was an organizer from '96 to '99. He was trustee of Joint Council 88 from 2000 to 2005. In '99, he was elected as Secretary-Treasurer, and in 2000 became the President of Local 667 and continues to serve as president today.

In 2005, Henry became Trustee for the IBT. I've known Henry and worked closely with him. I've seen this man up close. Anyone who knows Henry, like I know Henry, knows that he's a tireless worker on behalf of his members.

He's a leader who has a disdain for the comforts of the office. When there's a strike, you won't find Henry sitting at the local; but you'll find him on a strike line whether it's in the shearing heat or freezing cold of Memphis, standing by a fire barrel, carrying a picket sign, urging his workers on.

This is a man who loves his union and the men and women he serves, and he has served it with unblemished distinction.

For Trustee on the Hoffa-Keegel Unity Slate, I'm proud to nominate Henry Perry, a Teamster all brothers and sisters can be proud to have as a leader and a Teamster who will continue to build this great union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Perry?

DELEGATE NATE JACKSON, IBT Local 1196, Memphis, TN: Mr. Chairman, brothers and sisters, I am principal officer of 1196, President of Joint Council 87, an elected delegate on the Hoffa-Keegel Slate.

(Applause)

I am privileged and honored to second the nomination of Henry Perry for International Trustee. I have known Henry for 20 years, and we work together on a variety of campaigns for locals, joint councils and the International. And political campaigns, as well as working to elect leaders who support working families.

Henry is a tireless worker, a fearless advocate, a life-long Teamster. He has never turned his back on battles with any employer. He's committed, dedicated to his job and to the members he serves. He will serve our union with distinction.

I am proud to second the nomination of Henry Perry, a Teamster with fire and fight, with integrity and compassion, a Teamster whose vision and leadership will continue to build this great union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Perry.

INTERNATIONAL TRUSTEE PERRY: Mr. Chairman, I'm Henry Perry, president of Teamsters Local 667. I proudly accept the nomination for International Trustee on the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Do we

have a further nomination at microphone No. 1?

DELEGATE THOMAS RATLIFF, IBT Local 639, Washington, D.C: Mr. Chairman, brothers and sisters, I'm principal officer of Local 639 in Washington, D.C., Joint Council 55 Trustee, proud elected delegate for the Hoffa-Keegel Slate. I am proud and honored to nominate Ms. Ferline Buie as International Trustee on the Hoffa-Keegel Team.

Ms. Buie started out as a counter sales rep for Hertz Rent-a-Car for 23 years. She was a steward for 20 years, fighting for members in her unit. She served on the executive board for her local since 1974. In 1989, Ferline Buie became secretary-treasurer of Local 922 in Washington, D.C., where she severed until she became principal officer in 2000. In 2004, she became the first black — African-American Joint Council President for Joint Council 55.

As anyone knows, Ferline Buie knows the battles she has taken on behalf of all of the members that she serves, and her employers know her as well. She has been a tireless advocate representing the members of a variety of employees such as Metro Transit, Hertz, Avis, National, Budget Auto, Alamo, Tourmobile Sightseeing Company, Giant Food and Petrol Oil.

She has been at the forefront of organizing new members for our great union at companies like Brooks & Brooks Janitorial Service in New York, janitorial services.

Ferline loves our great union, and she has served with distinction. For Trustee on the Hoffa-Keegel Slate, I am proud to nominate Ferline Buie, International Trustee. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Do we have a second at microphone No. 3 for Ms. Buie?

DELEGATE ARCHIE SMITH, IBT Local 730, Washington, D.C: Mr. Chairman, brothers and sisters, I'm principal officer of Local 730, Washington, D.C.; vice president of Joint Council 55. I am an elected delegate and a proud supporter of the Hoffa-Keegel Unity Slate.

I'm privileged, honored, to second the nomination of Ferline Buie for International Trustee. I've known Ferline for more than 25 years. We worked together on various campaigns for the joint council and political campaigns.

Ferline is a tireless worker, a fearless advocate, and a long-time Teamster. She has never turned her back with any employer. She is committed, dedicated to her job and the members she serves. She will serve our great union with distinction.

I am proud to second the nomination of Ferline Buie, a trustee with fire, fight, integrity, and compassion, a Teamster whose vision and leadership will continue to build our great union.

Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Buie.

DELEGATE FERLINE BUIE, IBT Local 922, Washington, D.C.: I'm the president of 922 out of Washington, D.C., and the president of Joint Council 55. I humbly accept the position as International Trustee on the Hoffa-Keegel Unity Slate.

(Applause)

ELECTION SUPERVISOR MARK: Are there further nominations for International Trustee at microphone No. 1.

DELEGATE CHRISTOPHER ROOS, IBT Local 1035, South Windsor, CT: Yes, Mr. Chairman, I rise to nominate Bill Gibson for the position of International Trustee on the Tom Leedham Strong Contracts/Good Pension Slate.

First, I have to say, Bill can't be here with us today because his wife had a serious open-heart surgery recently, and I'm sure, putting politics aside, at least you can keep your thoughts with him.

There are those who preach solidarity and strategic alliances and those who practice it. Bill has been at the heart of the union solidarity in the Washington, D.C., area for decades. If there's a picket line, Bill will be on it. If there is an alliance to forge with the community and religious groups, he'll be leading it from his local and the labor council.

Recently Bill joined myself and a couple dozen other good Teamsters leaders to lobby Congress over pension legislation that would harm our members and retirees.

His idea of union leadership is direct action, not promises or high-priced consultants.

Bill didn't fall into being a Teamster. He led his union brothers and sisters into our union in 1996 by promoting a merger. Since then, he has taken his responsibility seriously by fighting for positive change in our union and by taking responsibility of principal officer of his local union.

I am proud to nominate Bill Gibson for International Trustee on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, is there a second for Mr. Gibson?

DELEGATE SCOTT WEBBER, IBT Local 728, Atlanta, GA: Yes, Mr. Chairman. I'm the recording secretary, Local Union 728, proud Teamster delegate and supporter of the Tom Leedham Slate.

I rise to second the nomination of Bill Gibson for International Trustee. Every Teamster member who is concerned about retirement security can count on Bill Gibson, a Teamster who has lobbied on Capitol Hill against legislation that could lead to more Teamster pension cuts.

Every Teamster who believes in union solidarity has a friend in Bill Gibson who is always there to put himself on the line for a fellow worker.

I proudly second the nomination of Bill Gibson for International Trustee on the Tom Leedham Strong Contracts/Good Pensions Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: I am informed that a written acceptance has been delivered to my office, although I do not have it on the podium. If that is confirmed, the nomination will be valid; if it is not, there will be no nomination. It will be confirmed, or not, after the adjournment of the morning proceedings.

Do we have any further nominations at microphone No. 1?

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, brothers and sisters, I rise to nominate Doris Cash for the position of International Trustee on the Tom Leedham-Sandy Pope Strong Contracts/Good Pension Slate.

As a road driver for Roadway Express for 20 years, she knows up close the issues faced by Teamster freight drivers day-in and day-out. As business agent for our Teamster Local 728 in Atlanta, one of the largest locals in the South, she's gone to the mat for our members and stood up to the freight lines. As a Teamster organizer, she did groundbreaking work with other organizers that brought Overnite workers into our union.

Doris is a worker, not into personal advancement, and she has stayed out of the political side of our union. But she saw problems at the International, and she stepped forward because this union needs new leadership, and Doris can be a strong new leader.

Through thick and thin, Doris Cash has supported reform and aggressive, honest representation for members in her local and throughout the South.

I am proud to nominate my union sister, my friend, Doris Cash, for the position of International Trustee. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Is there a second at mike 3 for Ms. Cash?

DELEGATE JOEL J. KENDRICK, IBT Local 71, Charlotte, NC: Yes. Good morning, fellow Teamster brothers and sisters and guests. I rise to second the nomination of Doris Cash for International Trustee.

As a Yellow Freight Teamster, I was elected convention delegate by fellow Local 71 members who are concerned about our union's decline in power in the freight industry. Doris Cash is a fighter for freight Teamsters, a successful Overnite organizer and a strong voice for fairness at the grievance panels.

I proudly second her nomination for International Trustee on the Tom Leedham Strong Contracts/Good Pensions Slate.

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Cash.

SISTER DORIS CASH, IBT Local 728, Atlanta, GA: It's an honor to accept this nomination as Trustee with the great International Brotherhood of Teamsters. And it's also an honor to be on the slate with Tom Leedham for Strong Contracts and Good Pension.

ELECTION SUPERVISOR MARK: Are there any further nominations at mike 1 for International Trustee?

Any further nominations at mike 1 for International Trustee?

Are there any further nominations for International Trustee?

The floor nominations are closed.

(Applause)

Let me review for the benefit of the delegates the procedure that will be followed hereafter. Thirty minutes after the close of this morning's session, there will be a lottery for placement for the order of the listing of the candidates on the ballot this evening when you vote. That lottery will be held in the Silver Ballroom at Bally's next door to where all of you registered for the convention.

All candidates or candidate representatives, observers, who want to observe the lottery for ballot placement, please go to the ballroom, the Election Office, 30 minutes after the close of this session.

Voting will commence at 5:00 p.m. this evening, and voting will be open until 7:00 p.m. this evening. Voting will take place in the Gold Room. That is the room where you registered.

Only delegates with a credential issued by the Election Supervisor are allowed to vote. Your eligibility will be checked electronically when you enter the voting area. Each delegate must present their official Convention badge, the photo ID you all have, in order to have your eligibility checked.

Voting will be by secret ballot, and the announcement of the results will be made shortly after 8:00 p.m. and will be posted on a bulletin board outside the Election Office. Candidates receiving 5 percent of the delegates' votes cast in the vote by secret ballot will be nominated for the ballot. Only a total tally of votes will be released. There will not be a breakdown of voting by local union.

Please follow all instructions of the Election Office staff as you enter and leave the voting area. I want to advise all the delegates and others that no campaigning will be allowed in the voting area or in the corridor leading to the voting area. All campaign paraphernalia must be removed upon entering the voting area. That includes jackets, hats, T-shirts, buttons, vests.

I would like to confirm for the record before we conclude that I was handed here a written acceptance for Millie Gonzalez for International Trustee.

(Applause)

That concludes the nomination proceedings for today. We will return tomorrow for the nomination of At-Large Vice Presidents.

Good day and good luck, and I return the Chair to the General President.

(Applause)

GENERAL PRESIDENT HOFFA: I now call upon the co-chairs of the Credentials Committee, Tom Ratliff and Rocco Calo, to give the committee's final report.

FINAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CO-CHAIRPERSON CALO: Good morning, General President Hoffa, General Secretary-Treasurer Keegel, brothers and sisters of the International Brotherhood of Teamsters and guests. On behalf of Co-Chair Thomas Ratliff and the members of the Credentials Committee, I am here to make the Final Credentials Report.

I would first like to thank the members of the committee and also the staff of the IBT who had made our jobs a little bit easier.

GENERAL PRESIDENT HOFFA: Hold on. We've got a point of order. Mike 2.

DELEGATE MIKE MCGOWAN, IBT Local 667, Memphis, TN: Yes, sir, Mr. Chairman. Today I come to the Convention Hall to my chair and found that there were no transcripts from the sessions of yesterday. This is a very important issue to the members in Local 667 who have elected me, as well as other delegates in this auditorium today.

I'd like to know, can we expect a transcript on these proceedings? Are they being transcribed, and when may we receive them, sir?

GENERAL PRESIDENT HOFFA: Everybody else have their transcripts? We'll find out and we'll get back to you. Have a seat.

(Applause)

Go ahead, Rocco.

COMMITTEE CO-CHAIRPERSON CALO: Thank you. Again, I would like to thank the members of the committee and also the staff of the IBT who have helped to make our jobs a little bit easier.

At this time, Mr. Chairman and Executive Board, our final report as of 9:00 a.m., June 27th, 2006, is as follows:

Registered delegates, 1,786.

Registered alternates, 854.

Registered guests, 3,062.

For a grand total of 5,702.

Again, thank you to all the brothers and sisters for your cooperation during the registration process.

Mr. Chairman, at this time a motion would be in order to accept the report.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Rocco.

We have a motion; do we have a second to accept the Final Credentials Report?

Brother at mike 2.

DELEGATE KENNETH L. PAIGE, IBT Local 891, Jackson, MS: Mr. President, I'm secretary-treasurer, Local 891. I move that we accept the report coming from the Credentials Committee.

GENERAL PRESIDENT HOFFA: Thank you. We have a motion and a second. I don't see any discussion. All those in favor of accepting the report, signify by saying aye.

Anybody opposed?

None being heard, it is accepted.

Now it gives me great pleasure to introduce the Teamsters' Teamster. Please turn your attention to your monitors to see this special, special video.

...A video presentation regarding General Secretary-Treasurer Keegel was shown to the delegation.

(Standing ovation)

GENERAL PRESIDENT HOFFA: In his almost half century of commitment and service to improving the lives of Teamster brothers and sisters, Tom Keegel has served in the capacity as a steward, all the way up to the current position of General Secretary-Treasurer of the Teamsters Union. Since my administration came into

office, Tom Keegel has worked hard and diligently to safeguard Teamster funds.

Since his election in 1999 as General Secretary-Treasurer, Tom has instituted sweeping reforms in every area of Teamster finances. He balanced the budget. He directed the rebuilding of the union's treasury and Strike Fund, and established a dedicated funding stream for a massive Teamster organizing program.

Having put the union's financial house in order, Tom has been instrumental in restoring Teamster power and making the union once again a strong voice for workers.

Tom, please come to the podium and listen to these members say hello to you.

Tom Keegel.

(Standing ovation)

TOM KEEGEL
IBT General Secretary-Treasurer

Thank you. Thank you very much. Wow. Thank you.

Now, this is kind of a dry speech, so bear with me.

(Laughter)

Brother and sister delegates, honored guests: Man, this is a beautiful sight. You know, this is what it's all about, Teamster spirit, Teamster pride, Teamster power. Nobody can tell me that this isn't the greatest union in the world.

(Applause)

Brothers and sisters, anyone who's been in the union knows that this union is like a family. We're brothers and sisters. We have our disagreements. Brothers and sisters don't always see eye to eye. But, by God, if somebody outside the family threatens one of us, we stick together. We fight back.

(Applause)

When you take on one Teamster, you're going to have to fight us all. Am I right?

(Cheers and applause)

Brothers and sisters, I'm here to report on the condition of our family's house. Less than ten years ago, our house was literally falling apart. It wasn't a place anybody could be proud of. It was disgraceful. Nothing was put aside for the future. There was no money in the bank. There was no money for members forced out on strike. There was no money to organize.

As General Secretary-Treasurer, it is my responsibility to make sure this doesn't happen. It's my responsibility to make sure our Teamster family is prepared for the future. I take that responsibility seriously.

Well, I'm proud to report that our financial condition today is better than it's been in a long, long time.

(Applause)

In 2003, we ran our first budget surplus in more than a decade. We put an end to the financial irresponsibility and uncontrolled spending, spending like there was no tomorrow.

We've cleaned up our house and instituted a financial control system that is the most efficient in the entire labor movement. We reformed internal procedures. We established sweeping financial reforms. We developed programs to extend these reforms to our locals, joint councils, divisions and trade conferences.

We balanced the budget. We overhauled the Titan system. These reforms helped restore our power and our pride. We got back on a solid footing. But it was just the beginning; there's more work left to be done.

If you truly care about your family, you don't just fix things that are broken, you think about the future. You put money away for the rainy day. You make sure your family can weather the unexpected, the tough times.

In 1999, the Strike and Defense Fund — and we forget this — the Strike and Defense Fund owed the International General Fund $17 million. It was $17 million in the red when we took office. We owed millions to other international unions. Members were getting only $55 a week

in strike benefits — $55. I don't have to tell you what $55 can buy. Everyone knows $55 can't buy crap.

But with your vision, we changed that. We convened a Special Convention. We made the changes that had to be made, the tough choices.

(Applause)

Now when members are forced out on strike, they don't have to risk losing their homes. They don't have to tap into their kid's college fund. They don't have to make a lot of those hard choices members were making just five years ago. That's because we have a real Strike Fund now.

I'm really pleased to report that at the end of last year, $62 million had been allocated to the Strike Fund and $22.7 million had been given out in strike benefits.

(Applause)

Brothers and sisters, that money was used to support our sisters and brothers on strike at Sikorsky fighting the fight, in New Jersey to strike back at Waste Management, and then our Southern California grocery drivers who honored the United Food & Commercial Workers' picket lines. It would have been impossible to help these members in 1999.

(Applause)

You guys from California stood out there when you didn't have to, and I take my hat off to you.

(Applause)

We should never be in a position where we can't help one another and help the members of our family. We need a safety net for the tough times. When brothers and sisters are out of work, when they're forced out on strike, when they're locked out, when they're fighting for good wages, for health care, for pensions, you have to be able to put your money where your mouth is.

Since 1999, we went to work restoring our union's net assets. We corrected the financial mismanagement that prevailed throughout the 1990s. Back in 1999, our once-proud International Union was being run with less than $10 million in net assets. The economic outlook of the union was bleak.

But by December 31st of 2000, our net assets had more than doubled. And I'm pleased to report today that as of December 31st, 2005, the International Brotherhood of Teamsters audited financial statements reported net assets of $95.2 million to fight our enemies out there.

(Standing ovation)

We knew we had to turn around the financial operations of this union, and we did that and our family is stronger because of it. We are stronger because as our financial strength grows, our collective bargaining power grows, our organizing power grows and political power grows. Others have seen our growing power. They see our solid foundation, our tradition, and they have joined us.

With all the unions out there to choose from, they joined the Teamsters. Why? I'll tell you. Because they were getting tired of being kicked around, tired of being mistreated, disrespected and insulted. They know what it means to be part of the Teamster family.

When you're a Teamster, you have 1.4 million brothers and sisters that are ready to kick ass and take names later. We stand behind our people, 1.4 million brothers and sisters who won't let you down.

(Applause)

Brothers and sisters who make your fight their fight. In fact, we had to add some room to our family's house, rooms for proud members of the Brotherhood of Locomotive Engineers & Trainmen. Let's hear it for the brothers of BLET. Glad to have you here today.

(Standing ovation)

We had to make room in our house for members of the Brotherhood of Maintenance of Way. Let's hear it for the BMWED, our Teamster brothers.

(Standing ovation)

And we had to make room for the Graphic Communications Conference. Let's hear it for the GCC Teamsters.

(Standing ovation)

We've opened our home to include these new additions to our family. Our family is really truly stronger because of them. We're building a union that is truly an international union, a union that handles goods from ship to shore, in the air, over the road and on the rails.

The BLET, BMWE and GCC, these unions are part of our family now. They are Teamsters and we're very proud of them.

(Applause)

We know when they are threatened, we are all threatened. When they are hurting, we are all hurting. I'd like you to take some time this week to get to know them. They are your brothers and sisters now. Show them how Teamsters treat members of our great family.

Make no mistake, brothers, these new brothers and sisters, they make us all stronger together. They give us added strength to demand justice from the bosses, strength that forces the bosses to pay fair wages, to provide good pensions, strength that helps us get what's ours. We need that strength to organize the unorganized. That has to be our top priority as a union.

Jim Hoffa and I know we have to grow this union; we have to expand the Teamster family. That's why we have made the union's resources available to organize core industries on a national level, to organize DHL, Quebecor, to organize waste companies, school buses, law enforcement, and to organize UPS.

What the hell, you can't put lipstick on a pig, it's always going to be Overnite to me. And, by God, we're going to make them part of the Teamster family.

(Applause)

Overnite/UPS Freight will be part of our great family.

(Applause)

I'm proud of what Jeff Farmer and our Organizing Department are doing, but they need your help. We have to work together. Every member must be an organizer; Jim's father said that. We have to get out and let people know about our contracts, let them know that a Teamster contract is the best contract in all of organized labor, because that's the truth.

Brothers and sisters, I have to tell you, I like what I see. I like where our union is going. I like the unity I see. I like the direction we're moving in. This is the Teamster family I grew up believing in. I can see it and feel it once again. The family feeling is back.

I say the Teamsters are back where we belong. We are respected, we are growing. The Teamsters are strong. We've got the power. Are we going to let anybody take away our power? Are we going to let the bosses take it away? Hell, no.

(Applause)

Nobody is going to mess with my family. Nobody is going to mess with my brothers and sisters. They can try, but they'll end up on their knees begging for mercy; and, brothers and sisters, they can kiss my ass. Thank you.

(Standing ovation)

Brothers and sisters, our ability to secure and improve Teamster wages and benefits depends on our strength and unity on the shop floor and at the bargaining table. It is essential — I repeat — essential that it is backed by a financially stable international union that is able to provide the necessary support for our members.

Please turn your attention to the following video.

...A video presentation entitled, "Strike and Defense Fund," was shown to the delegation.

(Applause)

Our biggest weapon against a recalcitrant employer is our ability to withhold our labor. Employers know that a strike threat is only as

good as our ability to back it up. That's where our Strike and Defense Fund comes into play.

Here now are some of our members to tell us their stories about the importance of a strong Strike and Defense Fund. Please welcome Efran Hurtado from Local 848 in Covina, California.

DELEGATE EFRAN HURTADO
IBT Local 848, Covina, CA

Hello, brothers and sisters. I'm here to tell you a little bit about what that giant did to us, Coca-Cola. They tried to screw us, and I'm going to give you a lot of what they tried to do. They tried to take our pension. They went after our retirees. They no longer wanted to pay for our medical. They were after so much they wanted to rewrite our contract word for word. But we had a strike fund. With that money, we survived.

What we did is we rallied. We have the largest joint council in Southern California, Joint Council 42. Under that joint council we had four locals that went out during this strike. Coca-Cola was not aware how strong we were. And not only our Joint Council but the International. We had our strike fund from our joint council, from our locals. But then when the International kicked in that strike fund, Coke was not aware that we were going to get that help. And without that help, we would have not survived.

But we were there, we fought them, and we hit them hard. They'll keep coming after us and they'll keep doing it, you'll keep hearing it time after time after time. But there are things that we all have to do. Look around and that local that's next to you, ask them, do they have a strike fund? Build it. You have to make it stronger. We have got to make that so that these companies know that we have got the money in the bank, too. They're making billions of dollars. Let's put our billions of dollars to work also, not only for our local but for the internationals throughout the country. We asked for help and we received it. We had locals coming from everywhere, giving us our support, sending us money, sending us groceries, doing the things that we needed to get done. And it was all because of that strike fund.

We put this in, we nominated it — we elected to put more money into that strike fund, and that's what we need to do. There will be people that will rumble about. People will say, "Well, I need that money in my pocket now." But the second you go out on strike, the minute you get that first check, you thank God and you thank the Teamsters for being there. That's what we need to do, build it and keep building it.

(Applause)

BROTHER GENE BELL
IBT Local 631, Las Vegas, NV

Welcome, brothers and sisters, welcome to my turf, Las Vegas. I've been here since 1967, I've been a proud Teamster of Local 631, Joint Council 42, 28 years. My background, I've been a past president on our E Board. I've been an organizer and a shop steward with 631 these years. What a privilege it is to be part of such a wonderful union with Teamsters.

My dad was a proud Teamster. I am a proud Teamster and my son is a proud Teamster in the Redi-Mix here in Las Vegas.

(Applause)

Out here when I came there was vast, vacant land on the Strip. Look at us now, 20 some odd years later, not very much vacant land left. I've had the opportunity to be a part of building 90 percent of these casinos out here in Las Vegas, proud Teamster delivering right to this hotel job, in Las Vegas.

In 1999 Nevada Redi-Mix handed us a — how can you say — substandard contract. They wanted to take our wages. They wanted us to take a cut. They wanted us to take a cut in our welfare. They wanted to take away our overtime.

We hit the street in June of '99. You're here, you know what the weather is like here in Las Vegas in June. A year earlier at our Local at 631, our leaders had encouraged us to save money, to be ready for a strike. This didn't happen. We started out with 30 or 40 people at each gate at our three plants in Las Vegas. Not long later we were down just to a few, because they weren't financially ready for a strike. If we're going to make a difference, we have to be financially ready.

And through the leadership of our mighty International and our joint councils and our locals, we are now stronger than ever to be able to go out on strike and prevail against these people.

I would also like to take the opportunity to just thank the people that are involved in making this possible; that if it happens again we're going to stand strong and ready to combat the substandard contracts.

We could either pay now a little bit at a time or we could pay later on with weaker contracts, weaker benefits. We need to take a stand and fight for what we deserve.

We are, as the Teamsters — we are the high standard in our industry. We're under attack not only from the political side but also big business. But we're going to prevail because we're Teamsters and we're together, we're a family and we're going to win.

(Applause)

Our Teamsters fund is stronger than it's ever been. Our local now is building a strike fund. And what more security can you want? You could stand and fight.

So we just thank you for coming to our town. We hope you enjoy your time here in Las Vegas. Always remember, we're the high standard. Let's be the high standard at home, let's be high standard in our community. Thank you much.

(Applause)

BROTHER JOHN GENTRY
IBT Local 391, Greensboro, NC

Good morning, brothers and sisters. My name is Johnny Gentry, Local 391 out of North Carolina. I've been with UPS for 26 years. I've been also a Teamster for 26 years.

In '97 I was a steward and walking the picket line when they came out and told our people when we got our checks, $55 — and the majority of our people was expecting $200. I mean, what do you say as a steward to someone that has a family and kids when they're expecting $200 and they only get 55?

So from that point on, I told the guys — I said, "Look, look at 391 as well, we have our own strike fund." But we said, "Look, the International had done their part, our local union had done our part, now it's time for us to do so our part." As an employee of UPS — you know how UPS are, because we make pretty good money. It's part of our responsibility to put money back. You've got to put a little bit of money back, just in case. Because when I have problems with UPS with my check, the first thing I tell them, tell UPS, is, "I want my money." They say, "We ain't got your money." I said, "You've got to give me my money because that's my strike fund money."

I let them know right up top, every time they have a problem with my money, that's my strike fund money. And I let them know that I have money, I let them know I'm putting money back for a strike fund. I don't let them know what kind of car I drive, and I don't even invite them over to my house, because they don't need to know what I have. We have quite a few guys come up there in them big Cadillacs and them big Lexuses, they don't need to know that, that's your family car, keep it home for your family.

(Applause)

So that's one of the things that Jack Cipriani made sure that we was on that picket line that he took care of us, he had our money, our money

was down and provided for us. Like I said, for y'all that don't have a strike fund, that's something that you need to start for your union and something that you need to start for yourself. Because right now I'm looking forward to the contract that we're going to get because if President Hoffa and Secretary Keegel can get us what they got us with no money — and the company knew we didn't have any money — I'm looking forward to what they're going to get us, because now they know we have money. Thank you.

(Applause)

DELEGATE ERNIE SOEHL
IBT Local 701, North Brunswick, NJ

Good morning, brothers and sisters. My name is Ernie Soehl, I'm president and principal officer of Local 701 in New Jersey. Back in 2005 we took the Green Giant out, Waste Management. We had a strike there in the bitter cold New Jersey winter. I know my friends from Chicago get that cold air coming over. But we had a strike and defense fund of ten times the hourly rate. We were out for seven hard weeks. We fought that strike. Over 200 Waste Management employees, not one person crossed that line.

(Applause)

I had my agents there every morning, and it was like an old-time strike, guys with the barrel and the wood burning. We were out there. We won that strike.

We were able to accomplish a defined benefit program, different classifications where they brought the wages equalized. It was only because of the strike and defense fund, only because of General President Hoffa and Secretary-Treasurer Tom Keegel. Before that — and I've been a Teamster for 33 years, an officer almost 15 years now; in '92-93 we had strikes in New Jersey, we lost because we had shit. And this team up here is the one that got us a defense fund in order to take them on.

I just want to say one thing in close. I'm not reading from the script because I'm a Teamster all my life and I speak from my heart. I just want to say one thing, and I want to ask these TDU delegates — you seen the screen that Tom Keegel put up there, almost $100 million in this great union now, with over $20 million we gave in strike benefits and almost 60 million in there. If you want to be honest to your members and go out there and stop bullshitting them, go check out and don't waste the money and let's keep on going. Thank you, everybody. It's the right thing to do.

(Standing ovation)

BROTHER JOHN GLORIOSO
IBT Local 731, Burr Ridge, IL

My name is John Glorioso, I'm a garbageman at Local 731 in Chicago.

(Applause)

In October of 2003, I was one of 3,300 waste workers who went on strike against the Chicago Refuge Haulers Association. For over 70 years local 731 has engaged in the collection of solid waste and we never had a strike action until that day three years ago.

Like so many other strikes in recent years, this one was over the cost of health care costs and our refusal to entertain co-payments regarding insurance premiums. Our nine-day strike shut down all garbage and recycling collections in Chicago and its surrounding suburbs.

(Applause)

But the employers association provided false information to the media and told lies about us; that we were greedy workers trying to extort the public. The mayor even said that leaving trash uncollected would present a public health hazard. That was our point.

That's why we went on strike. Garbage collection makes you sick. Workers like myself need health care benefits. Our members, along

with Local 301, stood strong and the general public ignored the lies and were supporting the striking workers. It was too much for the employers.

With the support of Joint Council 25, the International and, first and foremost, my fellow brothers and sisters at Local 731 and Local 301, we stayed high and we won.

Our contract contains the best wage increase ever, as well as full maintenance of health care benefits with no co-payments.

(Applause)

I would also like to take a moment to thank my Local Union President Terry Hancock, our executive board and staff for their assistance. I'm living proof that when Teamsters stand together we can beat anybody.

(Applause)

COMMITTEE CO-CHAIRPERSON KEEGEL: Thank you. I can see that our Strike Fund has worked and we've won victories with our Strike Fund. I'm very proud of what we've all done. I'm going to turn the gavel back to the General President.

(Applause)

GENERAL PRESIDENT HOFFA: Our next order of business will be a partial report of the Constitution Committee. As we did yesterday, we will continue working our way through the Constitution. Will the Reading Clerk Mark Sobczak please step forward and continue his report.

REPORT OF THE CONSTITUTION COMMITTEE (Resumed)

COMMITTEE CO-CHAIRPERSON KEEGEL: Before we start going through the Constitution, and I will go to Article VI, because we finished Article V yesterday. If you wish to address the mikes, make sure you're at the mikes, we're going to give you the opportunity.

Article VI — it's on page 27 — the Constitution Committee proposes no changes to Article VI.

Article VII, General Duties Secretary-Treasurer - Duties and Powers.

Article VII, the Constitution Committee recommends adoption under Article VII, Section 6(b). If you would read that, please.

...Reading Clerk Sobczak presented the following:

ARTICLE VII

Section 6(b). At least twenty-five percent (25%) of the ~~funds and~~ assets of the International Union (exclusive of real estate, buildings, and furnishings) shall be ~~kept~~ maintained in interest-bearing bank accounts and short-term ~~government obligations~~ investments as directed by the General Executive Board.

GENERAL PRESIDENT HOFFA: Do we have a motion to accept the change to the Constitution, the amendment?

Mike 2.

DELEGATE DAN KANE, IBT Local 111, Rahway, NJ: I make the motion, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Thank you, Dan.

Mike 4.

Go ahead, Brother. Mike 4. We'll cue the mike in a minute. Try it again.

DELEGATE JOHN SOUZA, IBT Local 386, Modesta, CA: Joint Counsel 38. I second the motion.

GENERAL PRESIDENT HOFFA: Thank you.

We have a motion and a second with regard to the amendment that has been read. Seeing no discussion, all those in favor of the amendment, signify by saying aye.

Anybody opposed?

The Constitution is so amended.

COMMITTEE CO-CHAIRPERSON KEEGEL: Article VIII, the Constitution Committee recommends no change.

Article IX, we had a change in the merger package yesterday. The Constitution Committee recommends no other change.

GENERAL PRESIDENT HOFFA: That's no change in IX, right?

COMMITTEE CO-CHAIRPERSON KEEGEL: Article X, the Constitution Committee recommends —

GENERAL PRESIDENT HOFFA: Hold on, we have somebody at mike 3.

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, Article X, I move to amend the Constitution Committee report and add to Article X, Section 3, after, "the dues rates in this article shall not be increased" —

GENERAL PRESIDENT HOFFA: Hold on, Brother. Where are you at?

DELEGATE STOEHR: I'm on Section 3 of Article X.

COMMITTEE CO-CHAIRPERSON KEEGEL: I have a change on 1(a) I'd like to propose, then we'll move to that section.

GENERAL PRESIDENT HOFFA: We are not there yet. We're at Section 1(a), X 1(a). When we get to 3, please light up the mike. Okay?

DELEGATE STOEHR: Very good.

GENERAL PRESIDENT HOFFA: Thank you.

COMMITTEE CO-CHAIRPERSON KEEGEL: Article X, Section 1(a), Constitution Committee recommends adoption of the amendment.

...Reading Clerk Sobczak presented the following:

ARTICLE X

Section 1. The normal operating income of the International Brotherhood of Teamsters shall be derived as follows:

(a). Charter fee, which includes charter, seal, and all other organization supplies, ~~seventy-five dollars ($75.00)~~ two hundred fifty dollars ($250.00).

(b). Sale of other supplies.

(c). Initiation and reinitiation fees and per capita tax.

GENERAL PRESIDENT HOFFA: Okay. We have the amendment as put forth by the Constitution Committee. Do we have a second?

Do you support the motion?

UNIDENTIFIED DELEGATE: Motion to accept the motion.

GENERAL PRESIDENT HOFFA: Do we have a second? Mike 4.

DELEGATE LUCIO REYES, IBT Local 601, Stockton, CA: Good morning, I'm a proud delegate for the Hoffa Slate. I second that.

GENERAL PRESIDENT HOFFA: Very good. We have a motion and a second with regard to the amendment as read. I see no discussion. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

It does carry and the Constitution is amended.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, the Constitution Committee recommends a change in Article X, Section 3(b)(iii).

We are on page 52, the deletion of the language.

READING CLERK SOBCZAK: Yes, the amendment is to delete the language on lines 7 through 12 on page 52.

...Reading Clerk Sobczak presented the following:

ARTICLE X

Section 3(b).(iii) per capita tax shall be paid on all other members whose hourly earnings rate is more than eleven dollars ($11.00), with the exception of Local Unions in Canada, at the rate of twenty-two percent (22%) of the amount of monthly dues collected calculated at the mini-

mum rates established in subsection (d) of this Section; per capita tax on members of Local Unions in Canada whose hourly earnings rate is more than eleven dollars ($11.00) shall be paid at the rate of sixteen and one-half percent (16.5%) of the amount of monthly dues collected at two and one half times the hourly earnings rate.

In no event shall the amount of per capita tax paid on any member be greater than: (i) the sum of five dollars ($5.00) plus the amount by which the member's dues has increased by application of the minimum dues formulas set forth in subsection (d) of this Section or (ii) twenty-two percent (22%) of the minimum dues calculated by multiplying two and one-half times (2.5) times the member's hourly earnings rate, whichever is less.

The per capita tax received by the International Union shall be allocated on an annual basis as follows: fifteen percent (15%) shall be allocated to the Strike and Defense Fund, as provided by Article XII, Section 14(a); and ten percent (10%) shall be allocated to the Organizing Assistance Fund, as provided by Article XIII, Section 4.

~~Collection of the special emergency assessment provided by Article X, Section 2 shall be suspended effective with the per capita payment for the month of July 2002, payable in August 2002, and shall remain suspended through December 31, 2006.~~ This deletion shall be effective on January 1, 2007.

The per capita tax is payable for the current month not later than the twentieth (20th) day of the succeeding month unless otherwise determined by the General Executive Board in extreme hardship cases.

Per capita tax must be paid not only on dues-paying members but also on all persons paying agency shop fees, periodic, and other service fees to the Local Union.

Persistent failure of a Local Union to comply with this subsection shall subject the Local Union to charges by the General Executive Board only.

GENERAL PRESIDENT HOFFA: Okay. We have the amendment.

COMMITTEE CO-CHAIRPERSON KEEGEL: The Constitution Committee recommends adoption.

GENERAL PRESIDENT HOFFA: Okay. We have a recommendation. Do we have a second?

Mike 2.

UNIDENTIFIED DELEGATE: Second the motion, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Okay. We have a second. Is there any further discussion?

I see none. You understand the amendment to the Constitution. All those in favor, signify by saying aye.

Anybody opposed?

It is so amended.

COMMITTEE CO-CHAIRPERSON KEEGEL: We're still on Article X if anybody wishes to address the Chair.

GENERAL PRESIDENT HOFFA: The brother had an issue on —

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, I would like to move to amend the Constitution Committee report and add to Article X, Section 3(f), "the dues rate in this article shall not be increased without approval by a secret ballot referendum vote of the entire affected membership." And after I get a second I'd like to speak on the motion, Mr. Chairman. Thank you.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 5.

DELEGATE DARWIN MOORE, IBT Local 243, Detroit, MI: Yes, Mr. Chairman, I'm an elected steward from Local 243, Detroit, Michigan. I second the motion and I would like to speak on the matter, too.

GENERAL PRESIDENT HOFFA: All right.

Well, we have got a motion and a second with regard to the issue. Let's go back to mike 3. Go ahead, Brother.

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Thank you, Mr. Chairman. Brothers and sisters, our members deserve the right to approve any dues increase, just as local unions have to ask the members before any dues increase themselves.

Our members will support our union financially if the reasons are legitimate and they're explained to them. Let's trust our members. Dues are up to two-and-a-half times the hourly rate. The International gets a much better share than previously. No further change should be made without a referendum of our good Teamster Union. Thank you very much.

GENERAL PRESIDENT HOFFA: Okay. The other brother who seconded and wanted to discuss, go ahead.

DELEGATE DARWIN MOORE, IBT Local 243, Detroit, MI: Yes, Mr. Chairman. When we ran, we ran on the dues issue, and our members would like to have a choice in it. As a democracy, they would like to know why dues are being increased. And if they are trusted, they believe they would make the right choice and give permission to raise the dues. We believe it should be, as all other democracies, a one vote per member to make that decision on their own. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Further discussion? Mike 2.

DELEGATE ROME ALOISE, IBT Local 853, San Leandro, CA: I rise to oppose this. You know, this is another example of political expediency by TDU and cowardice as leaders. You know, we did this — we raised our dues in order to make responsible decisions for this union and bring us back economically and allow us to do the things we have to do as a union.

I was on the Blue Ribbon Committee that put this dues increase together. That was not a politically wonderful place to be when it began. But going around speaking to members and speaking to local unions on this subject, I saw that everybody knew we had to do this and to make our union strong again. And to place this into a political football is only to undermine what we have to do for the future. I oppose this. Putting together that Blue Ribbon Committee was a testament to this administration's idea of inclusion. There were people from all over the country that participated in that; it took political courage to do; we did it. It's been good for everybody, especially good for the members and the new members of this organization. Please vote against this amendment.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4:

DELEGATE HARVEY JACKSON, IBT Local 1150, Stratford, CT: Mr. General President, I'm president of Teamsters Local 1150 from Stratford, Connecticut. A dues increase is never an easy decision, but I have to say on behalf of Teamsters Local 1150 and the 3600 Sikorsky members of my local forced to strike for six weeks to protect affordable health care, that it is a good thing that the Hoffa administration had the foresight and the courage to pass a dues increase when they did. Because without it, our members would have had no strike benefits to take on a multi-million dollar defense contractor, United Technologies.

I want to thank you, President Hoffa, and all of you here today that took seriously your responsibility as elected representatives to support a dues increase for the sake of our members. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Let's go back to mike 5.

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: I rise in support of this amendment. We hear a lot of talk about

organizing and what the corporations put out in their propaganda. As an organizer who has worked on numerous campaigns and tried to combat some of that, one of the first things they say is we're undemocratic. By giving the members the right to vote on the dues increase would also support us in the organizing campaigns against this anti-rhetoric and add to the democracy portion with regards to what our members get when they join this great union. We get to vote on our contracts which directly affect our members, they also get copies of those contracts, and I think they ought to have the right to vote on any dues increase.

The fact that we don't have to raise dues increases very often is a testament of the way that we have been doing. It doesn't happen very often, but when it does happen I think the members ought to have a direct say in how it affects them. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

DELEGATE TIMOTHY LYNCH, IBT Local 1205, Farmingdale, NY: Mr. Chairman, I rise, too, to oppose this absurd amendment. As the democratically-elected principal officer of Local 1205 in Long Island, New York, the members sent me here, as they sent me to the Special Convention of a few years back, with the belief that we would do everything we can to represent the interests of the rank and file of this local union and the membership at-large. We are in a representative democracy and we are sent here to represent the interests of the members. It is outrageous to use this tactic to try to pit members against the elected officials as if we do not have their interests at heart.

(Applause)

If one plays the violin in an orchestra, it would be absurd for a person who had never picked up a violin to say, "Why can't I play the violin? It's my turn." You have to have the knowledge, the experience and the wisdom that the members in their wisdom will send you to the appropriate body to represent their interests. Please oppose this amendment.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

Mike 2.

DELEGATE JIM SANTANGELO, IBT Local 848, Covina, CA: Mr. Chairman, Hoffa-Keegel Slate. One year ago 10,000 Teamsters in Joint Council 42 went out on strike for almost four months in respecting the UFCW's picket lines. If the dues increase at that time was not there, a lot of our members, brothers and sisters, would have been in trouble. We needed that.

But more important, the rhetoric is as identical as what happened in Philadelphia. In Philadelphia when these same people beat up three of our delegates, had us sleeping at the front door of that convention hall at four o'clock in the morning because they lined up all their people at one microphone, where they snuck their delegates in the back door — this bullcrap has got to stop. I am against the amendment.

(Applause)

I am against the amendment.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 1.

DELEGATE RICK DANNER, IBT Local 71, Charlotte, NC: Thank you, Mr. Chairman. I'm first-time delegate and supporting the wishes of the rank-and-file members of Local 71. I choose to second this motion and add it to the amendment.

When the local is wanting to raise the dues structure, the officers go to the members and justify it and put it to a vote. It might be easier without a vote but it wouldn't be trusting our members with the decisions that govern our union.

We have a dues rate that goes up with the wages, and the International gets more of the dues under the new formula. There's no reason

to raise the dues formula again without giving members a vote. Put it in the Constitution and let our members know we trust them.

There's no way that the members, the rank-and-file members of this union, would turn down any type of increase in the dues if it's structurally based and we get a fair opportunity to vote on this.

(Shouts from the delegation.)

GENERAL PRESIDENT HOFFA: Let the brother talk.

DELEGATE DANNER: Please add it to the amendment.

GENERAL PRESIDENT HOFFA: Okay. Mike 2.

DELEGATE KEN HALL, IBT Local 175, South Charleston, WV: Mr. Chairman, it is interesting that I just listened to someone say that the members would never turn a dues increase down.

I was here, and I worked for another administration in 1994, when indeed the members turned down a dues hike.

(Applause)

And, in fact, there are those on that slate who agreed with me at the time and agreed, and as I still feel today, it was necessary to have a dues increase to make sure that our members have a Strike Fund.

I haven't forgotten in 1997, that one of the contributing factors to a strike and one of the reasons we left things on the table that we couldn't get in the UPS contract is because we had no Strike Fund and had to borrow money from the AFL-CIO. I haven't forgotten the looks on our members' face in ratification meetings when they said, "How much is the Strike Fund," when it was broke and there was not one penny of a Strike Fund.

I think it is clear what has been said here. Your administration put together a Blue Ribbon Commission of leaders all over this country. They sought input from every single part of this organization. And when we talk about autonomy, it seems like people should practice what they preach.

These delegates are elected by their members. The delegates came to this convention, and they voted not to hide in the weeds and play politics. They took the responsibility to do what's right for this union.

(Applause)

Let me finish by saying, as a member of the GEB, I'm aware that there's no plans to raise dues, but I am not going to hide in the corner. It is our responsibility to look out for the best interests of this union 30 years from now.

I oppose the amendment, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

UNIDENTIFIED DELEGATE: Mr. Chairman, at the Special Convention I was asked to speak on this issue from the podium. I'm going to take a little excerpt from that speech. It will be very short.

I said it then — I'm going to say it now — shame on you for playing politics with our family, with our union, with our children and our future.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 1.

DELEGATE JOEL KENDRICK, IBT Local 71, Charlotte, NC: I'm a proud Teamster delegate from Local 71. This is a good principle. Give members the right to decide and give them the information to do it.

When General President Hoffa ran for office, he promised in writing that there would never be a dues increase without a vote. It was a good promise. It's a good Teamster principle, one that will make our union stronger because we'll show our members that we trust them.

There is one fact that everyone in this room knows. Whether they admit it or not, the members back home support this amendment. Let's represent our members —

GENERAL PRESIDENT HOFFA: Okay, mike 2.

VICE PRESIDENT HOBART: General President Hoffa, Al Hobart, Local 760, Joint Council 28. One of the previous speakers in favor of this amendment spoke of the employers' rhetoric that they have comes out in their messages to the membership when we're fighting them. If the employers didn't have that TDU rag to get those bullshit facts out of, we wouldn't need as much money as we need in our Strike Fund to operate.

I call for the question.

(Applause)

GENERAL PRESIDENT HOFFA: All right. Okay, somebody has called for the question.

Mike 6. Do we have a second?

GCC PRESIDENT TEDESCHI: Mike 6, please. I was standing at the microphone, and I please respectfully ask that I have an opportunity to speak on this issue.

George Tedeschi, president of the Graphic —

GENERAL PRESIDENT HOFFA: George, there's a motion to close debate. You can talk but do you want to close debate? Do you want to second it?

GCC PRESIDENT TEDESCHI: I will close debate at the end. I will second it after I have an opportunity to speak, please. I'm GCC President George Tedeschi.

The GCC joined the IBT because it's a democratic union. We could have went to any union within the AFL-CIO, and we chose the Teamsters because of your democratic process.

(Applause)

Your dues are fair. We have to pay your dues when we came in. We looked at your dues structure and we compared it to many other unions within the House of Labor. And yet we found it fair and equitable and we were proud to come in and pay that.

The TDU has constantly promoted negative information that was used against us trying to get into this merger. They used it against organizing campaigns. It's not fair.

Having a referenda is no more than a waste of money, just like the TDU is trying to make this union spend millions of dollars in an election that they can't win when we can use it to fight employers where the money should be spent.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you.

GCC PRESIDENT TEDESCHI: And I second the motion to end debate. Thank you.

GENERAL PRESIDENT HOFFA: Okay, motion to end debate — just so we're clear, mike 2, do we have a second to the motion to close debate? Mike 2.

UNIDENTIFIED DELEGATE: We have a second.

GENERAL PRESIDENT HOFFA: Okay. Thank you very much, Andy.

Okay, we have a motion and a second to close debate. All those in favor of closing debate on this issue, signify by saying aye.

Anybody opposed?

Okay. The motion is — it is passed, debate is closed.

Now we will go to the issue. The issue is the debate that we have had over the proposed issue regarding how to increase dues. You all understand it.

All of those in favor of the proposed amendment, signify by saying aye.

All those against it.

It is overwhelmingly defeated.

(Applause)

COMMITTEE CO-CHAIRPERSON KEEGEL: Before I move to Article XI, are there any other amendments for Article X?

GENERAL PRESIDENT HOFFA: All right, mike 1.

DELEGATE REGINALD FORD, IBT Local 743, Chicago, IL: Thank you, Brother Chair. I am a business agent and trustee from Local 743,

elected delegate and a Hoffa supporter.

I rise today to make a motion to amend Article X, Section 3(d), paragraph 2. The motion reads as follows —

GENERAL PRESIDENT HOFFA: Hold on, Article X —

DELEGATE FORD: Section 3(d).

GENERAL PRESIDENT HOFFA: Section 3(b).

DELEGATE FORD: "D" as in dog, Brother Chair.

GENERAL PRESIDENT HOFFA: 3(c), "C" as in Charlie?

DELEGATE FORD: "D" as in dog.

GENERAL PRESIDENT HOFFA: "D" as in dog, okay.

DELEGATE FORD: It's the second paragraph.

GENERAL PRESIDENT HOFFA: Okay, go ahead. What's your amendment?

DELEGATE FORD: "Effective January 1, 2007, the current rate of dues for all members whose hourly earnings rate is more than $13 an hour shall be adjusted based upon the hourly earnings rate or hourly flight at base or monthly guarantee in effect on that date as follows."

After a second, Brother Chair, I'd like to speak on the motion.

GENERAL PRESIDENT HOFFA: Just hold on one second, Brother.

COMMITTEE CO-CHAIRPERSON KEEGEL: We've got to check that. I'm not sure we received that amendment. It has to come to Constitution Committee.

GENERAL PRESIDENT HOFFA: Talking to counsel for the Constitution Committee, we have not received that amendment at the Constitution Committee.

DELEGATE FORD: There was a variation —

GENERAL PRESIDENT HOFFA: We have nothing on the paper from 743.

DELEGATE FORD: There's a variation of that amendment, Brother Chair.

GENERAL PRESIDENT HOFFA: A variation? Well, it has to be submitted to the committee at a certain time so that we can review it. You still have time to do it, Brother, if you want to redo it, but you can't have a variation. It's either got to be submitted in a certain form and then we act on it — if the Constitution Committee has rejected it, then you have a right to raise it, but you can't put it on in a varied form.

Now, if you want to reduce this to writing and submit it to the panel, we'll look at it and do it tomorrow.

DELEGATE FORD: Thank you, Brother Chair.

GENERAL PRESIDENT HOFFA: Thank you.

COMMITTEE CO-CHAIRPERSON KEEGEL: Very good. We're finished with Article X.

Article XI, no change.

Article XII. We have a change in Article XII, I believe Section — yes, we have a change in Article XII, Section 14(a), on page 71.

...Reading Clerk Sobczak presented the following:

ARTICLE XII

Section 14(a). There shall be established a dedicated Strike and Defense Fund, assets of which shall be utilized to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers. Fifteen percent (15%) of the annual per capita tax paid in accordance with Article X, Section 3(b), excluding the amount of per capita tax paid on members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, shall be transferred to the Strike and Defense Fund. The

General Secretary-Treasurer shall adopt procedures for maintaining and administering the separate Strike and Defense Fund, subject to the approval of the General Executive Board.

Out-of-work benefits in strikes recognized as properly subject to the payment of out-of-work benefits or relief in cases of lockouts, etc., shall be paid to all members not in arrears for dues in excess of one (1) month and otherwise in good standing, who are members of a Local Union not more than one (1) month in arrears in per capita tax, at the rate of four (4) times the dues rate upon which per capita tax is calculated, with a minimum benefit of ~~seventy-five dollars ($75.00)~~ one hundred dollars ($100.00) per week. Such out-of-work benefits will be payable at the end of the second (2nd) week of the strike or lockout; but in no case shall a fraction of a week's out-of-work benefits be allowed nor the first (1st) week of a strike or lockout be paid for; provided, that in the last week of a strike the first four (4) days or more of such strike shall be considered a week. A dues arrearage of not more than one (1) month, and current dues shall be deducted from the first (1st) payment of benefits and fully credited to the member or members so in arrears so as to maintain such member or members in good standing and preserve his or their rights, if any, to financial benefits. All eligible members shall be entitled to the out-of-work benefits provided for herein for such a period of time as the General Executive Board shall determine.

COMMITTEE CO-CHAIRPERSON KEEGEL: The Constitution Committee recommends adoption.

GENERAL PRESIDENT HOFFA: Okay, do we have a second?

Go ahead, mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, I make a second to the motion to adopt.

GENERAL PRESIDENT HOFFA: Okay. Hope you all understand it. This is to increase the minimum benefit from $75 to $100. Any other discussion on this issue? Do you all understand it?

All of those in favor of the amendment, signify by saying aye.

Anybody opposed?

None being heard, the Constitution is amended.

I want to thank you for your patience. I think this is a good time to break. We'll be back in the hall at 2:00. We stand in recess.

(At 12:23 p.m., the Convention was recessed, to reconvene at 2:00 p.m.)

SECOND DAY
TUESDAY AFTERNOON SESSION
June 27, 2006

The Convention was called to order at 2:10 p.m., General President Hoffa presiding.

...A video presentation of greetings was shown to the delegation.

THE ANNOUNCER: Ladies and gentlemen, please welcome Teamsters General President James P. Hoffa.

(The delegates chanted, "Hoffa.")

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you very much. Come back from lunch, these things happen.

We're going to reconvene the convention. Hope you had a good lunch. I am told the transcripts are on your seats. We took care of that business.

There is a revised UPS resolution on your seats. Please refer to this corrected version when we take up the resolution this afternoon and disregard the other one that's in the book regarding UPS.

In July, the Teamsters General Executive Board voted unanimously to partner with six strong, progressive unions in the new Change to Win Union Federation and to form Change to Win. We did this to focus more of our strength on organizing the unorganized and to create real power for working families of America.

The Change to Win Federation represents a new era for North American workers. Our unions represent more than 6 million workers who are very closely allied and work together and combine the strengths of our various unions.

We're working hard together. I now call on International Vice President Jack Cipriani to give us an overview of Change to Win.

Come on up, Jack.

(Applause)

VICE PRESIDENT CIPRIANI: Thank you, General President. Together the Teamsters and the unions of the Change to Win Federation are transforming the labor movement into a fighting, winning force again. We're focusing on organizing the unorganized, 50 million workers whose jobs cannot be outsourced, whose jobs cannot be sent overseas and whose pay benefits and working conditions threaten to drag us all down. It's imperative that we join forces now and make these good-paying jobs with full benefits and retirement security. By organizing the unorganized, we will help make the American dream a reality for millions of workers, but also protect all of our futures.

The Teamsters remain the bulwark of the labor movement, whether it's in organizing, whether it's in bargaining for contracts. Striking workers, no matter what union they belong to, can count on the Teamsters for support. That is our history and that is our tradition. And we will never waiver from our proud role as a defender of working people everywhere.

Now let's look at a video about the Change to Win Federation.

...A video presentation regarding the Change to Win Federation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Our next speaker is somebody that's very special, somebody that I just got to know recently as we set up Change to Win. She's a person that has worked very hard to make sure that Change to Win works. It's setting up a federation of six million people with seven big international unions. Can you imagine how hard that is?

But she certainly has done the job. I'm impressed with the way she does it, and she believes, as we do, in a better tomorrow for workers.

I want a big Teamster welcome for a very special person, the Change to Win Chairperson, Anna Burger.

(Applause)

Anna Burger
Chairperson
Change to Win Federation

First of all, I just want to say how honored I am to be invited to speak to all of you. You have done such great work, and I'm privileged to be here.

I want to just say to Jim, I couldn't have asked for a better partner in rebuilding a labor movement, a labor movement that is strong enough to win for working families again.

I grew up in Levittown, Pennsylvania, in the 1950s — I'll date myself a little bit — in a working class family believing in the American Dream. My mom was a nurse who worked the 3:00 to 11:00 shift. When I was 9, my dad, a truck driver, was permanently disabled in a terrible accident. But my mom's incredible strength and my dad's Social Security, Medicare, allowed my sisters and my brother and I to have a decent life, to even go to college and not be burdened in debt.

When I was growing up, one in three workers was in a union, and a union meant it lifted up whole families, whole communities, whole generations. And every generation in America has met the biggest challenge with greatness. And each generation in America had one common legacy: They left to their children a better life than they had. It was called the American Dream. When you had a union job, you were on the way to the American Dream.

But, sisters and brothers, that dream is flickering across America. Working in America is very different than when I got my first job years ago. America's greatness was that everybody who worked hard and played by the rules could have health care, have a decent wage, send their kids to college, maybe even buy their own home and retire in dignity.

The truth is in America workers still do work hard. We drive buses and we drive trucks. We serve food, we stock shelves, we clean hotels, we pick crops. We build, guard, and clean the skyscrapers of our city. We take care of the sick and the elderly. We raise the children.

We do work hard and we do play by the rules. But now in America the rules stink. They are don't work for American families. The rules are stacked against us. The truth is, the world's changed. Our employers changed. Society changed. But for too long the American labor movement didn't.

Every day of my life the labor movement has gotten smaller and smaller and the voices of working people have gotten weaker and weaker. Instead of coordinating and pooling our resources, we had a labor movement that was at war with itself, competing over the same workers instead of standing up to the global corporations so that we could win for all workers.

But our unions, the Teamsters and SEIU and others, looked around at what was going on and we had a sober assessment of what was happening to working families. That's why eleven months ago our seven unions representing six million workers came together and said, "We need to build a new, stronger labor movement."

Now, when we did that, we knew that it would be controversial, we knew that it would open us up to criticism, and we knew we were sailing into some uncharted waters. But something had to be done, so your union and our unions, all of them — SEIU, UNITE/HERE, the UFCW, the Laborers, the Carpenters and the Farm Workers — came together and created Change to Win.

We did it because we knew we had to. Every single morning millions and millions of American workers wake up and they worry about how to make ends meet every single day. They worry about how to get their kids to and from school in between their two and three jobs. They worry about how they're going to pay for health care should they get sick. They worry about how they will ever retire.

I've met workers across America who struggle every single day, who work hard and love their country, but they are being trampled by our economy. Workers like Edward Morrison. Edward Morrison recently spoke at our Change to Win organizing convention and he told us his story. When he was done, you could hear a pin drop.

Edward works on the killing floors at Smithfield Food. Smithfield Food is the largest pork processing company in the world. And the Tar Hill plant where Edward works is the largest pork processing plant in the entire world. This is how Edward spends his day. In a large room, probably three times the size of this, much darker, filled with fire and boiling water, temperatures often over 100 degrees. The boiling water is for the scalding pots where they dump the hogs. He and two workers stand at a table beside each other all day long, and all day hogs weighing 400 pounds come down a chute. And it was Edward's job to catch that hog, flip that hog, so that the next guy could slit it and the next guy could hang it.

And what Edward told us recently was, "I'm going to run through 4,000 hogs in my seven-hour shift. I get ten minutes for lunch, because it takes me ten minutes to get there and ten minutes to get back. And when those hogs come out the chute, they're not waiting for anybody because the line never stops."

He went on and said, "Some people start and they walk off the job right away because they can't take it." And he said, "Sometimes I can't take it." And this big, strong man choked up. And he said, "But I know that I have to be there because I have a family to feed." The line never stops.

And I think that Edward was speaking for lots of Americans, because the pressure keeps

mounting, the costs keep rising and wages are stagnant, and the line never stops for working families in our country.

A full-time job used to mean that you could support your family and have health care and have a secure retirement. It was the American Dream. It wasn't easy, it wasn't automatic, but if you worked hard you could get there. Not anymore.

A couple weeks ago there was a study out that said for middle-income households, that debt was now at 108 percent of income. The first time in recorded history that debt was ever larger than income.

Now, that debt isn't coming from people buying lattes and flat screen TVs and going to the Caribbean for vacation. It's from trying to make ends meet, when housing and health care costs are skyrocketing and wages are stagnant. It comes from trying to borrow enough money to buy your own home or send your kids to college or bail yourself out when you have a health care crisis. People are going into debt to just to try to make ends meet and reach the American Dream.

Half of all workers who earn between 30,000 and 90,000 dollars a year say that no matter how hard they work, they can never get ahead. Most of them, recent studies said — that they believe that they will never be able to stop working until they die and that they will never get out of debt.

Here are four numbers that say it all: In the last 25 years, the stock market up 793 percent. CEO salaries up 743 percent. Our productivity up 68 percent. Wages up zero, stagnant, stuck, for 25 years our wages are stuck. Now, what does that mean?

Let's think about Smithfield Foods. The CEO there makes $11 million a year without any of his bonuses, just in his salary. A starting worker makes $8.10. That means that the CEO at Smithfield earns more before he goes to lunch on the first day of January than his workers make in a whole year. It means that for Edward Morrison, he has to catch and flip 400 million pounds of hog to earn what the CEO earns when he flies from North Carolina to Chicago first class. Something is wrong in America.

But for the super rich enough is never enough. The 18 richest families in our country are worth a total of $185 billion. And they are financing the entire effort to repeal the estates tax. They're being led by the Sam Waltons, the four Wal-Mart kids, each worth $19 billion apiece. And those kids get to have a tax savings if they repeal that tax of $71.6 billion. Is that right? No. Is that right?

And what those families will save in taxes could have put 4.2 million of Edward Morrisons to work for a whole year.

Now, something is really wrong with the Wal-Mart kids I think. At the same time the Wal-Mart kids win a $76 billion tax windfall, they are sticking us with higher tax costs because they don't provide health care to their own workers and they expect us to bail them out. Something is wrong in America.

Sisters and brothers, I don't think that any of us really want to live in a country like this.

(Applause)

We don't want to live in a country where people who reap the most are those who need it the least. We don't want working families who sweat and struggle every single day to keep on slipping further and further behind.

That is not the country that our families built for us and it's not what we want to give to the next generation either. We can do something about it. Together, all of our unions can do something about it. Are you ready to do that?

(The delegation shouted, "Yes.")

So we are going to rebuild the labor movement. We are going to reclaim the American Dream. We're going to restore some balance and sanity to our economy, and we need to do that by organizing and growing again. That's what the Teamsters are doing right now. We are going to grow in our

industries, we are going to grow and organize the new industries in our country.

We are a movement that understands that our strength comes from our commitment to learn, to strategize, to leverage our power together for each other; and we're all in Change to Win willing to do that. It's a movement that recognizes that "workers of the world unite," is no longer a slogan, it is our strategy to be able to create good jobs for workers around our globe, a global movement that is more creative, less insular, quicker to react and more effective.

We know that we have to stop holding on to solutions of the 19th century. We need global solutions of the 21st century for our global workforce.

We also need to twist things around. We need to use the forces of globalization. Instead of letting them hurt workers, we need to use them to help workers. When capital consolidates, we can consolidate our strategies and take them on more effectively, too.

We are going to use the power of our 6 million members together to take on employers, not work site by work site, but whole companies, whole industries all at one time.

(Applause)

Sisters and brothers, across America when people hear of the struggle of hotel workers, they say, "Somebody should do something about that." When they hear the struggle of laundry workers, they say, "Somebody should do something about that." Or they hear about the Miami striking janitors, they say, "Somebody should do something about that." Or the port drivers, they say, "Someone should do something about that." What they really mean is someone else should do something about it.

Well, I'm here to tell you, sisters and brothers, the somebody else is us. We are the ones who need to do something about it, and together we can. The time for waiting is over. The time for action is now.

That is why I am so proud to be with all of you at the Teamsters. The Teamsters are doing so much to reorganize and organize again. You are rolling up your sleeves and you are ramping up to make work pay again in this country. You should be proud of the campaigns. Whether it's the Cintas campaign or the bus drivers campaign or the port drivers campaigns, you are there to make sure that we can make work pay.

And what you do matters to real working people. They are workers out there who struggle every day. Sandro Laro, a port driver since 2000 in Miami, he's worked for 15 different companies, always looking for just one company that would treat their workers with respect and dignity. So far he's still looking.

Now, he works 15 to 16 hours a day hauling dangerous loads of up to 95,000 pounds. But when he's done paying for his fuel and his repairs and his tires and his maintenance, he gets paid six bucks an hour. "I can't afford health care for myself and my family," he said, "let alone think about retirement."

How can this be in America? How can someone, who is willing to work 70 or 80 hours a week in the richest country on this planet, working for a multinational company with billions of dollars of profit, still be living in poverty without health care for himself and his family? How can this be?

It is not right, sisters and brothers, and you and all of us are going to do something about it.

(Applause)

For Sandro and his co-workers, the Teamsters are there, because they know that he needs a union and they know it's not going to be easy, but they're there in the long-term to make that happen. And I pledge for Change to Win, all of us will be there with our 6 million members and our leverage and our power to do whatever it takes to help those workers have a union.

I believe that we can rebuild the labor movement again. I believe that we can create an

America where health care is a right, not a privilege, and where people are guaranteed a retirement. I believe that we can create an America where our children have opportunities for the best education, where they, my daughter, Erin, your daughters and sons and nieces and nephews and grandchildren, can live out their dream.

Sisters and brothers, when I was growing up in Levittown, Pennsylvania, I would have never imagined in my wildest dream that I would some day be the Secretary-Treasurer of the SEIU or the chair of a new labor movement that can give hope to working families in our country.

Nine years ago I lost my mom and my dad. When I was going through their things, I found a box in their closet. In that box when I opened it up, I found the important documents of their life: The birth certificates of all of the children with the little footprint on the bottom, their love letters that they had kept their entire life. As I was going through it, in the bottom of the box, I found a little black book. I must say I was a little curious as to what that little black book was. I pulled it out and it was my dad's Teamster book.

He put it there —

(Standing ovation)

He put this book — he put this book there with his most valuable possessions because being a union member meant so much to him and his generation; and it means so much to us and our generation. It's our responsibility to make sure that it's strong enough for the next generation.

Sisters and brothers, it is our generation's calling. It is our moment of greatness. It is our duty, it is our obligation to leave for the next generation a stronger labor movement than we inherited. I believe that we can give them back the American Dream. I believe that if we keep people like Edward and Sandro's — pictures of them in our hearts, people who have been dealt hard blows in their life but never let go of the hope that some day work will be valued again in our country — sisters and brothers, I believe it is up to us that we can change America, that we can rebuild the American middle class, we can reclaim the American Dream, that we can make work pay, not just for us, but for all workers in our country and for the next generation.

Sisters and brothers, are you ready to do it?

(The delegation shouted, "Yes.")

Can we do it?

(The delegation shouted, "Yes.")

Will we do it for our children?

(The delegation shouted, "Yes.")

Will we do it for the next generation?

(The delegation shouted, "Yes.")

Together we can. Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Anna.

We're doing the things we need to do to change the labor movement and increase our bargaining power. We look forward to a long and productive relationship together.

I now call on Secretary-Treasurer of Teamsters Local 554, Jim Sheard, to read the "Change to Win" resolution. It's Resolution No. 4 on page 9 of the Resolutions Book.

...Committee Member Sheard read the following:

CHANGE TO WIN

WHEREAS, the percentage of workers that are unionized has fallen from 32 percent in the 1950s to 12.5 percent in 2005 – the lowest since the birth of the modern labor movement; and

WHEREAS, the 2004 Presidential Election showed that, despite the labor movement's unprecedented political effort our sheer numbers prevented us from electing a pro-worker President in consecutive elections; and

WHEREAS, the outcome of the election could have been reversed with ten percent (10%) more union members in Ohio; and

WHEREAS, without greater density unions don't have the power to fight for and protect fair wages, affordable healthcare, and retirement security; and

WHEREAS, the labor movement, including the Teamsters, must commit to dramatic change and large-scale organizing of new members in order to protect our existing members and give millions more working people the opportunity to earn a fair paycheck and be treated with dignity on the job; and

WHEREAS, the AFL-CIO was unwilling to modernize and commit to reform; and

WHEREAS, the Teamsters joined the new Change to Win Federation — along with the SEIU, UNITE HERE, UFCW, Laborers, Carpenters, and United Farm Workers unions — in order to organize the unorganized and create real power for working families; and

WHEREAS, the Teamsters have been supported by our Change to Win partners in numerous campaigns, including the struggles for school bus drivers, Quebecor workers, Cintas employees, and port truck drivers;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters will continue to support the Change to Win Federation and will follow through on the Federation's main purpose: strategic large-scale organizing campaigns while at the same time holding our elected officials accountable to our trade union principles that will give millions of working people the opportunity to achieve the American Dream; and

BE IT FURTHER RESOLVED, that Teamster affiliates at all levels are encouraged to participate as appropriate to their local situation, in joining with our fellow Change to Win unions in building labor power and political accountability on a local, state, and federal level.

COMMITTEE MEMBER SHEARD: I move to adopt this resolution.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE BRAD SLAWSON, JR., IBT Local 20, St. Paul, MN: Mr. Chair, I'm a Hoffa-Keegel delegate.

UNIDENTIFIED DELEGATE: Woo-Hoo!

DELEGATE SLAWSON: Thank you.

(Laughter)

Mr. Chair, I've been a member since 1998, and I was elected to office in 1996 as an officer of Teamsters Local 120, a local union of about 5,000 members at that time in 1996. Even though it was a very decent-sized local union, we had seen the need for change and the need for growth and the need to organize.

So in 1998, we decided to merge with Teamster Local 544, a local union whose principal officer was C. Thomas Keegel; a local union whose VP was Brad Slawson, Sr., my father; a local union whose past Trustee for 18 years was Lyle Slawson, my grandfather. I'm happy to say all three of us are here in this room today.

(Applause)

Since 1998 until today, we've grown our local union from 5,000 members to 11,000 members.

(Applause)

Through a great staff of organizers that do an excellent job every day for us. However, I have to admit that most of our growth has been through mergers. Even though the mergers have been great and been good to our local union, it kept the size of the density in our area the same. The density of the unions in the United States have only maintained or lost ground. Today we're at an all-time low in the private sector of only 8 percent. It's a sad day out there, and we have to change to grow, we have to change to win, and we can do that through these partner unions.

These partners have all stepped up to the plate in the areas of organizing, organizing, and organizing. They've all said that they want to hold elected officials at Capitol Hill accountable for their actions. The days of giving money and

giving checks and not getting the results have to come to a stop.

(Applause)

I think this new partnership with SEIU, the Carpenters, the UFCW, HERE, the Laborers Union, the Farm Workers, is a great partnership with the IBT as it has been in our great state of Minnesota and Iowa.

I'd urge all of the delegates here to support this document. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you for the second. Mike 2.

DELEGATE JOHN T. COLI, IBT Local 727, Chicago, IL: Mr. Chairman, I'm a proud Hoffa delegate, elected delegate of 727, President of Joint Council 25. I rise in support of this resolution. I want to echo my good friend Brad Slawson, Jr.'s comments, but there's one thing, I think, that must be addressed at this convention.

Mr. Chairman, you showed such incredible vision. The difficult decision to leave the AFL-CIO was one of the most courageous decisions in modern times. I applaud you, sir.

(Standing ovation)

(Chants from the delegation of "Hoffa!")

GENERAL PRESIDENT HOFFA: Thank you very much. Thank you. Anybody want to speak against it?

(Laughter)

None being seen, all those — mike 2.

DELEGATE ROY MARSHALL, IBT Local 585, Washington, PA: General President Hoffa, I'm a proud Teamster delegate for the Jim Hoffa-Tom Keegel Slate. For years our unions have been shrinking, and we're now less than 8 percent of the private sector employees. The decision to leave the AFL-CIO was not a decision to kill labor, it was a decision to save labor. We needed these bold steps, decisive leadership. To echo the sentiments of the brother before me. I thank you, President Hoffa, for that leadership.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

DELEGATE MARSHALL: Now we can band together, the Farm Workers, the Carpenters, the Laborers, the Service Employees, the garment workers, hotel workers, grocery workers. Together we'll fight for each other in a way that labor has not done for years.

One common objective: Growing our numbers and our strength. I know that we're going to have some bumps in the road, General President, and I think that this is the first time we have to recognize that this is the first new labor federation in 50 years. This has been long overdue.

Change to Win unions believe that we should hold politicians accountable, Democrats or Republicans. They should show commitment to helping us grow, or else we're going to find someone who will.

(Applause)

In our state of Pennsylvania, which I'm the Secretary-Treasurer of the Pennsylvania Conference of Teamsters, we have met, and we have begun to build a state organization that will focus on the need of the affiliates to do politics, to grow together, and to defend each other. I believe that we are witnessing now the rebirth of the American labor movement, and I thank you, General President Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you. I appreciate that.

All right. We've got the motion and seconded. Let's call for the question. Are you ready?

All those in favor of the resolution, signify by saying aye.

Anybody opposed?

None being heard, it is passed. Thank you very much.

(Applause)

We have a lot of very special speakers today. To successfully move forward together we must

use every tool available to us to win back power for working people. We need allies who can communicate with millions of people. Someone who has been doing that for more than three decades is Al Franken. He started making us laugh when he was on "Saturday Night Live," and he's been making us laugh ever since. Now he has a radio talk show which has been very highly successful on a new station called Air America. Let's hear it for him, let's hear it for our good friend, Al Franken.

AL FRANKEN
Comedian and Talk Show Host on Air America

Thank you. Thank you, brothers — and sister.

(Laughter)

I'm a proud member of AFTRA, of SAG and the Writer's Guild. I get my health care through AFTRA.

It's an honor to be here and to be speaking to a union that's growing.

(Applause)

I'm from Minnesota and I'm a Hubert Humphrey Democrat.

(Applause)

And I am sick of Republicans who say that they own values.

(Applause)

It's time we value work again in America. I can't believe again the Republicans in Congress, the majority in Congress, voted down an increase in the minimum wage, which has been the same for nine years. In the same nine years they've increased their salary every year. That's wrong.

And it is time that we remember that we have to tax capital as well as taxing work. You know, the last big tax cut, it was the capital gains tax cut. They want to now completely get rid of the estate tax. Getting rid of the estate tax, of course, rewards the most productive members of our society, the children of the extremely wealthy.

(Laughter)

I grew up in Minnesota in a suburb of Minneapolis, St. Louis Park, Minnesota. I grew up middle class. My dad was a businessman — he was a terrible businessman.

(Laughter)

A complete failure. But he was a great guy.

When I was four years old, actually, we moved from New Jersey to Albert Lea, Minnesota, a little town in southern Minnesota, opened a quilting factory. My dad didn't graduate high school. He didn't have a profession. But my mom's dad had a quilting factory. Quilting, you know, is the lining of coats, winter coats. And we moved to Albert Lea, Minnesota, and the factory failed in two years and we moved up to the Twin Cities.

I asked my dad years later, I said, "Why did we move to Albert Lea?" And he said, "Well, went we wanted to open a quilting factory in the Midwest." And I said, "Why did it fail?" And he said, "Albert Lea — the railroad went through Albert Lea." I said, "Why did the factory fail?"

He said, "Well, the railroad went through Albert Lea but it wouldn't stop."

(Laughter)

So he was a horrible businessman.

So we moved up to the Twin Cities and he became a printing salesman. And I grew up in a two-bedroom, one-bath house and thought I was the luckiest guy in the world, that me and my brother were the luckiest guys in the world, because we were in America and we were middle class and we had great public school education and we didn't worry about anything. And that's changed. That has changed. It's a damn shame.

And I've done very well, I've done very well in comedy. But I think — I compare myself sometimes to Bill O'Reilly, who grew up in Long Island in a two-bedroom, one-bath house

and said in an interview to the "New York Observer," "No one grew up lower on the economic ladder than I did." I think that would surprise some kids in Ethiopia.

(Laughter)

But he's done well, he's done better than me. And he said, "I did it all myself." Well, I don't believe that I did anything all by myself for a second.

(Applause)

Those of us who have done well in America stand on the shoulders of those who stood on the shoulders of those who stood on the shoulders, who stood on the shoulders, who stood on the shoulders, who stood on the necks of Indians.

(Laughter)

Now, on values. I'm Jewish, thank you.

(Laughter)

So I don't know the New Testament so well. But from what I've read, if you cut out every passage in which Jesus talks about helping the least among us, if you literally cut out with a scissors every passage in the New Testament where Jesus talks about helping the poor, you would have the perfect box to smuggle Rush Limbaugh's drugs in.

(Laughter and Applause)

We not only have to value work in America by doing certain kinds of — we have some crazy, crazy policies in this country. We have a tax policy that creates incentives for companies to outsource jobs overseas. If a corporation now dismantles a factory and moves it over to China, they get a tax break for the cost of dismantling their factory. How screwed up is that?

(Applause)

We need to create incentives to keep jobs here in America. We need trade agreements that simply say, if you're trading with us, you've got to allow collective bargaining in your country.

(Applause)

And enforce it.

(Applause)

And if you don't enforce it, we will.

(Applause)

We've got to start valuing things like science. Remember science? If the Democrats take over the House and the Senate, then I think we've got to write a law that says that no member of the Executive Branch can rewrite a scientific report without the scientist signing off on it, don't you think?

(Applause)

We have to value fiscal sanity. Did you know prior to this president we have not in the history of this country had a tax cut during a time of war. I talked to Paul Krugman, who is on our show a lot. He said that never in the history of humanity has there been a civilization that's had a tax cut during a time of war. This fiscal deficit is over $300 billion. Our trade deficit is over $700 billion. We have over a trillion dollar deficit every year. That's insane. We have to rescind the tax cuts on the top one-and-a-half percent.

(Applause)

I'm also sick of Republicans claiming the flag.

(Applause)

In the past three years I've been to Iraq three times, I've done USO tours, it's been my honor.

(Applause)

They're a lot of fun.

My wife doesn't like that I go particularly. The first year she said to me, "You don't see Bill O'Reilly going on a USO tour to Iraq." And I said to her, "Honey, that is not fair, he has no talent."

(Laughter and Applause)

When I go over to Kuwait and Afghanistan and Iraq, I travel with the Sergeant Major of the Army, with his tour, and a bunch of rednecks, frankly, country western stars, great guys, who I just love, because there's nothing more bonding than going on a USO tour.

I've gone a couple years with Darryl Worley

who wrote a very moving song, "Have you Forgotten." It's a little jingoistic but, nevertheless, very moving. And I remember flying back to Andrews Air Force Base with him after the trip was over. It was in the middle of the night and everyone is asleep and we were both awake and had this kind of moment. It wasn't like a Brokeback Mountain kind of thing, it was —

(Laughter)

And I said to him, "You know, Darryl, this has really been great." And he said, "I got to tell you, I learned so much on this trip about people like you." And I said, "You'd never met a Jew before?"

(Laughter)

And he laughed, he's really smart. He's ill-informed but he's very smart.

(Laughter)

And he said, "No, I mean liberals." He said, "I got to tell you, when I first heard you were coming on this trip, I was just incensed." And I said, "Darryl, why?" He said, "I don't know, I didn't know what you were going to say." I said, "Well, what did you think I was going to say?" Because I kind of the MC and the comedian. I said, "Did you think that I was going to go to the troops, 'Your president lied to you, you're dying for no reason. Ladies and gentlemen, Mr. Darryl Worley.' Did you think I was going to do that?"

(Laughter)

And Darryl actually invited me to the Republican Convention last night. He played at the Republican Convention, and I went to an after party for the California delegation, brought my wife and we had a great time.

It's interesting how sometimes — and I'm asked about this a lot — why the dialogue in this country sometimes is so poisonous. And I say, you know, it wasn't that long ago when it wasn't. I think we all remember how we felt on 9/12, 2001. We were all united. We were all one country. Not only that, but the world was behind us. If at that time we had a real leader who could take this moment, this unique moment, and use it to lead us into a new century of mutual purpose and mutual sacrifice, wouldn't that have been something?

(Applause)

But it shouldn't have taken George Bush five years to realize we're addicted to oil. I think after 9/11 we kind of got a clue, don't you think? And think about what a leader would have done. He would have said, "We need to do an Apollo program for renewal energy, that will create a lot of jobs. And we need to increase CAFE standards on cars." And he could have said at that time — he could have gotten a deal together. He could have said, Okay, Michigan, you've got to agree to raise CAFE standards. Texas, we have to invest in something besides oil. And we've got to dig in ANWR." If he had done that, we would have done that and we wouldn't be where we are today.

We needed a leader then and we didn't have it. And instead, he highjacked 9/11 and used it for his own petty political purposes, and he will always live in shame because of that.

(Applause)

We, you know, now live in a time where wages have been stagnant, where the gap between the haves and the have-nots is widening, and, unfortunately, where people don't have health care, where education is out of reach for a lot of people, higher education. They just raised how much you pay on student loans. They don't fully fund "No Child Left Behind," the most ironically-named piece of legislation since the "1942 Japanese Family Leave Act."

(Laughter and applause)

And all this stuff we need. Where fuel is more expensive for people, housing is more expensive for people, education, health care, and what are they doing? They're doing a flag desecration amendment.

I don't like people desecrating or burning the

flag, but the last time a flag was burned was 2005. It was a drunk guy in Tennessee.

(Laughter)

You know, as long — and this is very, very apropos for Las Vegas — as long as we're going to make exceptions to the First Amendment, I've got an amendment. Let's make it illegal for an exotic dancer to pick up U.S. currency with anything other than her hands.

(Laughter and applause)

How dare they do that to Lincoln's face.

(Laughter)

I don't know how much time I have, so I'm just going to — I'm going to tell — I want to talk about the — because I got an applause on the USO tour and the O'Reilly thing — the thing about it is, is that when you go with a Sergeant Major in the Army who's the highest ranking non-commissioned officer in the Army, you're actually really safe. When I go to Iraq; it's for like four days and I'm surrounded by the military. We just land at bases. They don't want anyone in the USO getting killed. Last guy in the USO to get killed was Glenn Miller. You know, it's not going to happen, you know, no matter how much my wife worries.

After I went on my first one to Iraq, I came back and a few months later I was in Hollywood and someone invited me to this big Hollywood party. It was the Friday before the Oscars. It was a pre-Oscar party and there are all these A-list people there, some of whom I knew from doing "Saturday Night Live," like Tom Hanks and Steve Martin, but others like, you know, like Denzel Washington I had never met; and I was really in awe of all of these people.

At one point I was just overwhelmed and had to just sit by myself. So I went into this little library. I thought I was by myself and I heard this voice, "Hey, Al." And I looked up and it was Sylvester Stallone.

(Laughter)

I said, "Hey, Sylvester," because I didn't know him.

(Laughter)

I hadn't ever met him. And I guess you're supposed to call him Sly, but I didn't know that then. He said, "I understand you did one of them USO tours." And I said, "Yeah, it was great. It's really amazing." He said, "Yeah, I was supposed to do one, but I didn't."

(Laughter)

I said, "Okay, why didn't you?" He said, "Well, I was afraid it might be dangerous." I said, well — and then I told him what I just told you. Then he said, "Well, let me ask you this: Was there ever any time in which you felt in danger for your life?"

(Laughter)

And I said, "Well, at one point we flew in Blackhawks from Baghdad, from the Baghdad Airport to Tikrit, and then back again and some Blackhawks had been shot down in the Sunni Triangle, so I guess I thought maybe I had a one-in-10,000 chance." He said, "Yeah, that's why I didn't go."

(Laughter)

And I said to him, "Weren't you friggin' Rambo?"

(Laughter and applause)

And he was very sweet about it. He said, "Well, yeah, but I like my life. I've got a really good life."

(Laughter)

We've got to change this country; we've got to turn things around. We've got to do things that are in the common interest and not in the corporate interest and in the special interest.

(Applause)

Let me leave you with one story. I've moved back to Minneapolis. I had on my show a friend of mine, Dr. Margie Hogan. She's a pediatrician in Minneapolis who works with the working poor. She has a patient who's 17 years old, a girl who does college-level work, parents both work, but they aren't union, and she goes on and off having health insurance. Well, this girl has

lupus, a serious underlying disease, and the family lost their health insurance. They had earned just enough, just too much to qualify for the CHIP program in Minnesota called Minnesota Care.

Now, her medicine costs a lot of money. So this girl told her parents, "Don't buy my medicine. You've got other kids to take care of." Well, she went into renal failure and brought into my friend who got her in and put her right on dialysis where she's going to have to be probably for the rest of her life. It's very expensive, by the way.

This is stupid. It's wrong. But not only is it wrong, it's stupid. Kids who don't have health insurance are more likely to miss school. A kid who doesn't have health insurance is 70 percent more likely not to be treated for an ear infection. That's stupid. It's counterproductive, because every once in a while, those lead to something serious that actually costs a lot of money.

When we Democrats take over the House and the Senate, I want us on day one —

(Applause)

— day one to provide every kid in this country with health care. Day one.

(Standing ovation)

And we win on that, by the way. We win on that.

(Applause)

I'm sick of them claiming values. We're going to claim values.

(Applause)

Paul Wellstone said that the future belongs to those who are passionate and work hard. I want all of you to work as hard as you can through November and then beyond. Thank you.

(Standing ovation)

UPS

GENERAL PRESIDENT HOFFA: Thank you, Al.

To move forward together to organize, grow and win power for working families, we must stay focused on those things that got us here. UPS is the largest single employer in the Teamsters Union. Our UPS members have made the company a success beyond anyone's wildest imagination. Thanks to the hard work of 200,000 Teamsters at UPS, the company has become one of the largest, most profitable and powerful companies in the nation.

Teamsters today are what makes UPS a big success. We must never lose sight of this, and we won't let UPS ever forget it either. Ask any UPS member, and they'll tell you that this company is tough, tough on employees, and we've got to make sure that we are there to be strong.

They give nothing without a fight and will take anything they get. It's very hard to get anything. If we're not vigilant in enforcing our contracts, we won't have anything. Rather than hear it from me, I would like you to hear it from a member who knows the whole story. Please welcome, UPS member Bob Brunner from Teamsters Local 177 in Hillside, New Jersey.

(Applause)

BROTHER BOB BRUNNER
Local 177

Thank you, President Hoffa. I look forward to your leadership for the next five years.

(Applause)

Good afternoon, brothers and sisters. My name is Bob Brunner, and I'm a proud member of Local 177 in Hillside, New Jersey.

(Applause)

I've worked for UPS for 26 years; I am a package car driver, and I've been a steward for the last five years. UPS, like so many large corporations, has billions of dollars at its disposal to fight us in our pursuit for a secure future for ourselves and our families. I think it is in our best interests to have similar resources available to us.

During the 1997 strike, our Strike Fund only provided us with $55 per week. We've built that

Strike Fund up so that we could get ten times the rate of our hourly pay per week if another strike proved necessary. We need the money so members can weather a storm, if necessary. Members without financial resources are quite possibly the weakest link in the chain.

The ability to go on strike when all else fails is the biggest club in our bag. Without a strong Strike Fund, we have a putter versus a Big Bertha in our bag.

Meanwhile, the union is pursuing early negotiations with UPS. I, along with nearly all of our co-workers support this plan. We need creative solutions to make sure our pensions and our health care are protected. We cannot count on Congress to solve these issues. Does anybody trust Congress to solve our issues?

(Several unidentified delegates responded with "No!")

BROTHER BRUNNER: I don't think so. We must do it ourselves at the negotiating table. As you say, if you want it done right, you have to do it yourself. A recent survey showed that nearly 90 percent of UPS Teamsters responded to a questionnaire thinking early negotiations are a good idea. We realize we cannot afford to wait until next year, or 2008, to begin addressing these critical issues.

The Teamster Union has successfully fought for strong pensions in the past. I'm sure this will continue in the future. Our retirements depend on it.

We must not lose what we have fought so hard to achieve. I am confident that our UPS National Negotiating Committee will success in protecting our futures and provide a contract that will continue to make me proud to say I am a Teamster. Thank you, and God bless.

(Applause)

BROTHER FRANK VALLE
Local 396

Good afternoon. My name is Frank Valle, and I'm a member of Local 396 in Covina, California.

(Applause)

I've been a proud Teamster for 34 years. I work as a package car driver at United Parcel Service in Los Angeles. As we prepare for contract negotiations with UPS, we need to fight for strong contracts and protect our pensions. We will accept nothing short of this.

More than ever, big business is teaming up with politicians to create policies that hurt working families. We need more respect and support of the likes of Senator Joe Biden and Pete Hoekstra.

(Applause)

We must educate ourselves and prepare for the battle ahead and take on big business and politicians head on in this fight for our futures. We cannot let big business and politicians derail what we have worked so hard to achieve. I am confident that if we remain united, that we will be successful in our resolve.

My UPS center in Los Angeles, California, is adjacent to a Union Pacific rail yard. Their motto on the side of their locomotives is "We built America." Well, my brothers and sisters, if the Union Pacific builds America, we Teamsters are the wheels that turn America. Without us, this great nation would come to a screeching halt. Thanks a lot.

(Applause)

DELEGATE ROBIN COLE
Local 638

Good afternoon, brothers and sisters. My name is Robin Cole. I am a steward and an elected Hoffa delegate from Local 638 in Minneapolis, Minnesota. Keegel Country.

(Applause)

I'm very proud to be here. I thank all of you for giving me this opportunity to speak to all the leaders out here. I'm proud to be part of that group.

I have worked at UPS for 20 of my 30 years that I've been a Teamster. I work full time inside in one of the Article XXII, Section 3, jobs UPS was forced to create after our strike in 1997. For those of you who may not know, full-time workers in these jobs work two four-hour shifts to fulfill an eight-hour day. Not only do you switch jobs after four hours, you also work for two sets of bosses with often two sets of work rules. UPS calls them combo jobs. In Minneapolis, we call them combat jobs, not because they are bad jobs. Full-time inside jobs have been a blessing, and we fought very hard to get them.

But we desperately need to work on more specific language with regard to these new jobs in our upcoming negotiations. UPS is abusing the workers' directed language and pushing Teamsters beyond the fair-day's work for a fair-day's pay.

In the 20 years I have worked for UPS, I have had a lot of great managers and have always been proud to work there. But in the last few years I have seen morale drop dangerously low and have been appalled at the disrespect of our people and of our contract.

Even worse, it's affecting our customers. Jim Casey, the founder of UPS, believed that our company's largest asset was our people. The history of his vision is written in a book entitled "Our Partnership Legacy." Obviously, our new corporate leaders have never read it. This book used to be given to every new supervisor who was promoted into management.

Total disregard of our contract is not only offensive to Teamsters, but also undermines the efforts of the UPS Negotiating Committee. Endless hours are spent on both sides to get our contracts ratified. I know; I've participated in it.

As a dedicated steward, I believe it is imperative that we urge UPS to begin negotiations early. We've got a lot of issues to resolve; why wait until 2008?

In Minnesota, people refer to us as "Minnesota Nice," so please forgive me for what I'm about to say. Sisters, it's time to pull our balls out of our purse, stand next to our UPS brothers, and show the world that the Big Brown is done pushing the Teamsters around. God bless negotiations.

(Standing ovation)

BROTHER JERRY STACK
Local 79

That's a hard act to follow.

My name's Jerry Stack, and I'm a 19-year employee of UPS, a member of Local 79 in Tampa, Florida. I started as a part-time employee and am currently a package car driver at UPS for the past 17 of those 19 years. I've been a steward for 12 years. I know the thoughts of the members from all sides because I am from both sides.

I would like to talk a little bit about two important issues facing us today. One is our retirement security and the other is UPS. We know that the early years of this new millennium have not been good to retirement plans, benefit plans, 401(k)s, et cetera. A lot of pension plans actually dissipated or disappeared. We, as Teamsters, were also faced with a change in our retirement and benefit plans as we used to know them. A lot of us took it hard for two main reasons. First, we are Teamsters; we're not used to taking less or backing up for anyone. Secondly, we believe, even though we do not possess the ability to tell the future, that somehow our leaders should have read a crystal ball to determine what was going to be changes to our plans.

We realize there is no crystal ball. Sometimes there's a storm before the calm. While we're not used to backing up, sometimes you have to take a step back to see where you're going in the future. Let's stop placing blame on what has happened and get more involved in changing the future.

I tell you this because all over the country

workers are concerned about their retirement and benefits, and Teamsters at UPS are no different.

The UPSers across the country know by now that sitting down at a negotiating table early with UPS is a win-win situation for the workers and the company. The company complains every contract that we're losing volume to the competitors due to contract talks, the possibility of strikes.

The members want to see early relief to some of the problems they and their families have encountered, especially the possibility of enhancing our own retirement plans. Early negotiations with UPS is the best way to try and accomplish these goals. We can find out if the company is serious about their employees, their volume, their customers and our problems, and at the same time we will be able to prepare strategically for the future meetings with the company.

Obviously, we cannot count on the government for solutions to the pension crisis. We're going to be faced with fixing our own issues. We will have to do what it takes to stabilize and enhance our plans.

We need to send a message to our supervisors, our center managers, our division managers, and everyone we see at UPS that we're serious about this issue, and it is time for them to step up to the plate and negotiate. No stalling tactics, no empty promises, no postponements, just negotiate for the benefit of the company and the Teamsters.

The sooner we can negotiate and ratify a solid contract, the better. It would also mean more jobs for future Teamsters and more security for the 200,000-plus members already employed at UPS.

We need to stand behind our National Negotiating Committee and support the Teamsters as they tackle these difficult issues. I will support them; what about you?

(Applause and shouts of "Yes.")

I will get involved to make a difference; what about you?

(Applause and shouts of "Yes.")

I will not blame someone else while I do nothing; what about you?

(Applause and shouts of "Yes.")

I will support this current administration to accomplish these tasks; what about you?

(Applause and shouts of "Yes.")

I will not listen to organizations trying to destroy us; what about you?

(Applause and shouts of "Yes.")

I will fight union pension sabotage propaganda; what about you?

(Applause and shouts of "Yes.")

Let's get to work.

(Applause)

Thank you.

DELEGATE AL JONES
Local 392

Good afternoon, Teamster brothers and sisters. Before I start, I would just like to thank our General President Jimmy Hoffa and Ken Hall for the 2002 contract that they won for us. It was a good contract.

(Applause)

My name is Al Jones. I've been a Teamster for UPS for 29 years. I'm a proud member of Local 391. Jack Cipriani, the hardest-working president in the world, I think. And all the others.

(Applause)

I've been a shop steward at UPS now for two years. The Teamsters Union has done a great job enforcing the National Contract. For the last two years we have been able to get things done that wasn't able to get done before because we were hard on them.

At Local 391, thanks to growth, we have increased our new feeder runs, which I am a feeder driver at UPS. We've got 15 new runs

there now. These jobs have created opportunity for all UPSers in package car to move to feeders or for part-timers to move to package car or feeders.

I began driving feeders for the UPS in 1988, and before that I drove a package car for eight years since 1980, and I know what that's like. Before that I worked four years at UPS part time. The whole time at UPS I was constantly lied to and that is their way. They respect no one.

Becoming full time allowed me the opportunity to plan my family and allowed my wife the opportunity to stay at home with my two daughters. I thank the Teamsters for all the good contracts we've had. Because of those good contracts, I was able to send my daughters off to universities that I don't know how I would have ever realized it before, one going to Florida State and the other going to UNC Chapel Hill.

(Applause)

I never missed an opportunity to say how proud I am of them because they both had 3.9 and 4.0 GPAs when they finished. That was duly thanks, again, to the Teamsters

(Applause)

I'd urge all of you to support our contract enforcement, and I urge all my co-workers at UPS to do the same. We are the eyes and the ears of our union. When we see contract violation, we need to report them and go through and file a grievance and get the job gone.

Jack Cipriani stands strong with us. When we got a fight, when we got something going on with UPS, he stands strong and he fights against them.

By doing what we do at UPS, we all can be better Teamsters, and we would be better off for it.

Now I just got one last thing I want to say. I've seen the opposition, and I have heard them speak. To beat the man, you've got to be the man, and Jimmy Hoffa is the man. Those are some awful big shoes to fill. This man has brought us from a picket line with a company who was harassing us out on the picket line, told us, "Your union's got no money. What you gonna do? They're broke. How you gonna make it?" They harassed us every day when we was on that picket line in '97. It was totally embarrassing for that $55 a week that we received. But we said, "Screw you. We don't want the money. We don't care. We're going to stand out strong, and we're going to get us a good contract."

(Applause)

But now, thanks to Mr. Jimmy Hoffa, we know we got a Strike Fund, and we can fight this company. They no longer snicker anymore because they know we got the money to fight.

Thank you very much. My name is Al Jones.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much. Defending and enforcing our UPS contract is of primary importance to our union. Please pay attention to the following UPS video.

...A video regarding UPS was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Please welcome Parcel and Small Package Division Director Ken Hall, who has headed up our UPS bargaining in the last round of negotiations and won the best UPS contract in Teamster history.

(Applause)

Ken will give us a brief report and present a resolution with regard to UPS negotiations.

Ken Hall.

(Standing ovation)

VICE PRESIDENT HALL: Thank you, and good afternoon, delegates, alternates and guests. As you've heard from our rank-and-file members, our members are interested in early negotiations. But before we talk about that, we need to make sure that we have a plan in place to

ensure that our members understand that we're going to the table from a position of strength and not from weakness. Beginning negotiations early is going to be beneficial to us and we want to make sure that we send the right signal to our members before we start.

I recall that as we started negotiations in 2002, many of our members, perhaps not in a large meeting but individually, came to me, members from all over the country, including from my own local where our members are as strong as anywhere in the country — were coming to me and saying, "After the '97 strike, we're never going to be able to get as much in the next contract, and we understand that."

I didn't understand that then because this company continued to make record profits after 1997. And I certainly don't understand that today, because this company has just made the largest amount of money in one year in their history, $3.87 billion.

So we should be prepared to go to the table. But to give you some examples that sometimes — because we thought after that '97 strike we couldn't get as much, let me give you some examples of how it really turned out.

Thanks to the efforts of our rank-and-file members, our shop stewards, our local union leaders, the National Negotiating Committee and our leadership, we negotiated the richest contract in terms of economics in the history of this company in 2002, a $10 billion settlement in '02 versus $4.7 billion that we got in '97.

We won the highest increases in health, welfare and pension contributions ever, $3.75 an hour in 2002 versus $1.80 in 1997, more than double the amount in health, welfare and pension contributions.

(Applause)

In terms of wage increases, we negotiated $5.00 per hour over a six-year contract for all our full-timers in 2002, versus $3.10 per hour over five years in 1997.

We were able to get unprecedented improvements in benefits for both full-time and part-time employees. For example, in 1997 during the strike we had on the table a proposal for long-term health care for full-time employees and we weren't able to get that.

In 2002, for the first time ever in the UPS National Contract, we have long-term disability benefits for our members.

(Applause)

In addition, we were able to, for the first time ever — and as I've said in negotiations in 1993 and 1997 — in '02 we were able to get retiree benefits for part-time employees that they never enjoyed before.

So my point in talking about these is, guess what? I can't be criticizing the negotiator in 1997, because that was me also. The point is, that we should not underestimate our strength. A lot of folks thought in 2002 we wouldn't be able to achieve what we got in '97. And as you can see, in most areas we got more than twice as much as we had in the previous contract, and that's what we need to build for the upcoming contract negotiations.

Another improvement that we were able to get was job security. 10,000 new full-time jobs during the term of this contract, created from the part-time jobs.

But in addition to that, as we had proposed back in 1993 and 1997, we wanted to bring back some of the bargaining unit work inside, clerical work, that we all believed UPS had stolen over the years from us. We had been through numerous negotiations and, in addition to that, numerous arbitrations, and were never successful in doing that.

In 2002, we were able to bring in nearly 10,000 new clerical jobs that were previously performed by subcontractors or non-union employees.

(Applause)

And to protect those jobs from going non-

union again, we were able to negotiate language under the technology clause that said no longer could UPS say because it's new technology, Teamsters can't do that work and it has to go to some supervisor. The language in the contract we got in '02 provides that any work, if they enhance the work, they have to train our members, it's bargaining unit work, it's ours to stay.

(Applause)

In addition to those clerical jobs, for the first time since I've been involved — and that's been a lot of years, at least since 1987 — during all those negotiations we have tried to get more work at our air gateway hubs and we have never been successful. And thanks to our Air Committee, led by Randy Cammack, we were able to get language that allowed us over this contract to pick off more and more of those jobs.

(Applause)

Many of you who have been with UPS for a while, as the General President said, knows that the day after we sign a contract they begin trying to steal back some of the provisions of that contract. And as some of you who have worked there for a long time remember, the company had convinced an arbitrator that full-time employees should have to go through more than one full-time progression if they move, for example, from an air job to a package job. And in 2002, we were able to get language that stopped that practice, which meant lots of money and lots of dollars per hour for our members.

(Applause)

A lot has been said about forced overtime, and it has been a struggle. But I would point out that although it has been an issue for many, many years, the '02 contract is the first contract that there was ever national language that prevented the company — when it gave us an avenue to challenge the company and to win grievances over excessive overtime.

I'm also pleased to tell you that with enforcement around the country, we went from having over 100 grievances at the grievance panel to the last panel we had one grievance. Which means that either, one, someone is not filing grievances or they're getting settled as they should.

(Applause)

For the first time — it's a long day for package drivers and they want to be able to spend time with their families and go to a ballgame or one of their children's plays, and so for the first time in the 2000 contract we were able to get language that gives them limited rights to request eight-hour days.

And there's one area in which I must say that I have miscommunicated over the past six weeks. When we started talking about early negotiations, I tried to ensure people that our goal — we are not going to go to the table without a firm agreement that the terms of the current contract must stay in place. I was using examples to say if we start early negotiations in August, you'll still get your 90-cent-per-hour raise, and next year in '07 you'll get a dollar-per-hour raise. I must admit that I was mistaken about that, because one of the goals — or one of the clear directives that I received from the General President in the 2000 negotiations was that he wanted a real COLA, a real cost-of-living allowance. And so for the first time in 15 years I am pleased to announce that as of last week we agreed that August 1 our members will receive an additional 12 cents per hour as part of a cost-of-living allowance.

(Applause)

So that means I did misspeak. I said you would get your 90 cents per hour in August, you're actually going to get $1.02. And if you happen to be a part-timer that's not red-circled, you get $1.22.

But the contract — as Howard Redmond said, the contract is only as good as the success we have in enforcing it. So as you've heard some of

our members and as you saw in the video, we have hired additional staff at the Parcel Division. And I want to thank General President Hoffa and Secretary-Treasurer Keegel for being willing to put those resources into our division. As UPS continues to expand, we must expand our enforcement. That means we need more people.

We now have an — in addition to more full-time staff around the country, we also have in our office in Washington three researchers. Two of those researches spend their entire day researching issues regarding UPS, compiling information that the locals send in about subcontracting or about anything else that involves enforcement of our contract. They look at the Menlo or Cartage Services, Inc. They are now tracking this new company that UPS bought called UPS Freight or, as we know it, Overnight.

We had a third researcher who every day when he wakes up, he spends his entire day researching FedEx, because, yes, we are going after FedEx.

(Applause)

We're going to talk more about that in another segment, but we have launched a FedEx Web site. And I have talked to members during the past week while here at the convention. I have had numerous members from Wisconsin, from California, from several areas of the country that came up to me and said, "We've been participating in leafleting, as the division has asked us to do, and we're getting tremendous response from FedEx workers." And that's great news for us.

We're working closely with our locals to help them to enforce our contract. And I have to tell you that while we still have lots of problems — and you're always going to have problems as long as you are dealing with UPS — we have been very successful in subcontracting. While we still have issues with it, we must get every local working. We have to have grievances where the company is subcontracting working. But I'm pleased to say that just here in the west, in the past six months two local unions, Local 396 and Local 533, because of the hard work of those stewards and their members and the local union, they filed grievances and have collected more than a quarter million dollars in back pay in those two locals alone.

(Applause)

And more importantly — back pay is always an issue that our members love. But more importantly, as a direct result of those grievances, UPS has been forced to put on 80 new feeder drivers. That translates into more than $8 million per year in new wages and benefits for our members in just those two locals.

In fact, in Local 396 they've created over 250 new jobs just very recently. And, as J. Phillips said, that's created opportunities for more than 230 part-time employees to be promoted to full-time package driving positions as the package drivers move to feeders.

Enforcing our contract is good for all our members.

Over the past two years, as a result of our contract enforcement, in addition to UPS's desire for lane enhancement and taking the work off the rails, UPS has been forced to create over 1800 new feeder jobs. When you consider that a feeder job with benefits equals about $100,000 per year, that means in the past 18 months we've added $180 million in new wages and benefits to the Teamster ranks.

(Applause)

Now, some can argue it's all lane enhancements. Some of it is, taking the work off the rail. But I will guarantee you this: If our locals wasn't enforcing that contract, when they took that work off the rail, you would be going directly to a subcontractor. Our locals have done a tremendous job. We still have more work to go in some areas.

Counting the contractually-provided new

jobs as well as the new jobs that have been created through new contract enforcement, since 1998 this administration has been responsible for creating more than 17,000 full-time jobs at UPS.

(Applause)

And that, together with at least 5,000 more full-time jobs that are already guaranteed in the last two years of this contract, that brings the total to more than 22,000 full-time jobs since 1998, and that's great for our members.

(Applause)

We are continuing to see UPS grow. Within the past month, UPS has announced that they are going to expand at their largest air hub in Louisville, Kentucky, which will add more than 4,000 additional Teamster jobs, many of which will be full time.

(Applause)

In addition to subcontracting as we work to enforce this contract, we've been successful in winning hundreds of grievances, as I said earlier, regarding excessive overtime as well as thousands of grievances over supervisors performing our work.

But we have to also look beyond UPS's regular package delivery business. As some of you know, UPS bought Menlo Worldwide Freight Forwarding in 2004, and they renamed that company UPS Cartage Services, Inc. When we started — when UPS bought them, we had about 900 employees spread over 28 individual contracts. As a result of hard work from both our UPS and freight locals who represented those 900 members, we have been able to negotiate midterm of the contract a new agreement that puts all 900 workers under one supplement to the UPS Master Contract. That means that when we start negotiations for the next contract, rather than negotiating individually in each of their areas, they will now have the strength of more than 200,000 Teamsters during their negotiations.

(Applause)

That new contract, also, for the first time in any agreement with UPS contains a card-check and neutrality clause so that we can organize those non-union CSI centers that are still out there.

Locals around the country — half those centers are already organized, and as I speak today, our locals are busy organizing the other half. So we've been very successful there.

But what is perhaps most important to UPSers, is that this whole Menlo CSI operation is actually a part of the UPS Freight and Logistics business segment. So that means that by organizing these workers, we're making inroads into getting into their Logistics business, which is somewhere we need to be representing members for the future of our members as well as the benefit of those non-union workers. As we continue to organize their non-union logistics companies and increase our power in that industry, that allows us to focus more on targets like their major competitor, Fed Ex.

So continuing our plan to ensure that all jobs in the industry are unionized, we've also begun an effort to organize the nearly 15,000 workers at UPS Freight, formerly Overnite Transportation. We're going to be talking more about Overnite in a segment later this afternoon. But it is absolutely important that we organize all of their supply chain, not only their package business. We also have to organize Overnite.

So let's talk about the negotiations. As you've heard, we first did a scientific poll which indicated overwhelming support from our members for entering early negotiations. After that, our National Negotiating Committee unanimously recommended beginning efforts to force UPS to the table early.

Next we surveyed our members. We sent a survey to every member, and the response was over 89 percent of our members saying we should begin negotiations early for lots of rea-

sons that you've heard our rank-and-file members talk about today.

But I just want to focus for one moment. Why is it so important that we start negotiations early to talk about pension and health care?

Typically, in fact in every negotiations that I'm aware of, the parties, UPS and the Teamsters, negotiate over non-economic issues first, which is typical for every negotiations. Then in the very last portion of negotiations we talk about wages and benefits. So despite what some people think, there's some real misunderstanding about what the role of negotiators are and what the authority is concerning pensions.

We negotiate in the national contract the amount of contributions to go to each pension fund. We don't have the authority to set the benefits. And over the years, that's worked fine. The funds have said, "Get us this much money, that's what we're going to need over the next contract." That's what's happened in every contract negotiations I've been in in 1990, in 1993, in 1997 and in '02.

But as one of our members said, no one in the room had a crystal ball. No one knew what was going to happen to the stock market. So, as a result of that, pension funds all over the country have suffered. Quite frankly, Teamster plans have fared much better than most industries.

But the reason for starting early is because this is not a typical negotiations. With what's going on in this country, we want to move that discussion up front. We want to make sure we get to the table. We can't depend on Congress. God knows George Bush is not going to do anything to help our pension plans, because his plan is to destroy them. So we need to get to the table early and take care of our problems the Teamster way, by negotiating them.

So our members have agreed. Once we got the results, we initiated a petition drive. I'm pleased to tell you that within the first week we received not thousands but tens of thousands of petitions from our members. As a result of that overwhelming response, we formally requested that UPS come to the table.

Let me be clear. As I said earlier, when comparing '97 and '02, we intend — while we have serious issues to deal with pension and health care, we are going to deal with those. When we get to that bargaining table, we're going to negotiate a settlement that addresses those issues.

But that's not all we're going to talk about. We're going to talk about wages. We're going to talk about all the other economic and non-economic issues that our members believe need to be addressed. Keep in mind, this is our members' contract and we're going to be guided by the direction that they give us in surveys and in proposal meetings around the country once we get started.

I want to make it extremely clear, as long as we get our members involved, which we will be able to do as we always do, we will negotiate a contract that will exceed the $10 billion contract negotiated in 2002.

(Applause)

And let me end by saying a couple of things. First of all, I come from a miscellaneous local and so I recognize that this entire union is not about UPS. But it is our largest contract, and employers all across the country will watch to see what happens in that largest contract. So it's extremely important that we are united, that we take the message to UPS that we're not going to come away from there without protecting our members' benefits. We need, frankly, to send a message to this entire country that the Teamsters will not accept the recent trend of corporate America to destroy pensions and health care for hard-working employees in this country.

(Applause)

In fact, we need to send a message to other Teamster — once we're finished with these

negotiations, the message to other employers where our members are represented — the message to them should be, "If you mess with our members' pension and benefits, you're going to get the shit kicked out of you by the Teamsters."

(Standing ovation)

So, finally, some have asked, "What's your plan?" Here's our plan: Our plan is, first of all, to get an outstanding contract for our members. We are going to organize Overnite. We are going to organize UPS Logistics. And then look out, Fred Smith, because we're coming for Fed Ex.

(Applause)

So that begs the question: What is the very next step? And at this point I would ask General President Hoffa to join me at the podium for a very special announcement.

There's been a lot of question about whether or not UPS would agree to come to the bargaining table. They have publicly said from time to time, "We have a contract, we don't need to come till 2008." They've always said, "We want early negotiations." Now all of a sudden they didn't want early negotiations.

What they don't want is to talk about pension and health care first. What the General President has made clear to the CEO of this company, what we have made clear and what, most importantly, the overwhelming support from our members has made clear to UPS, that we demand to come to the table. We are going to make an announcement — we have told them that we're going to make an announcement this week and it's your choice. Either you reach an agreement with us or we will tell everyone at the convention that we're going to have to start a war to try to get you to the table.

I am pleased to announce to you today that as of last Friday, UPS sent a letter to the General President agreeing to start early negotiations.

(Standing ovation)

GENERAL PRESIDENT HOFFA: That's good news. That is good news.

Okay, we have a special UPS resolution. It's at page 69. Ken, go ahead.

VICE PRESIDENT HALL: First of all, I should tell you that there was a handout this morning. There was a change in the resolution and I will now read it.

...Vice President Hall read the following:

UPS

WHEREAS, United Parcel Service (UPS) is the single largest employer of Teamster members; and

WHEREAS, the position of UPS as the world's largest package delivery company, and its increasing financial success is due to the hard work of the UPS Teamsters; and

WHEREAS, UPS Teamsters, along with millions of workers across the country, have expressed fears about their healthcare and pension protection; and

WHEREAS, the Teamsters and UPS remain far apart in finding a permanent solution to healthcare and pension security; and

WHEREAS, UPS Teamsters have expressed their desire for the Teamsters to pressure UPS into early negotiations, to face head-on our members' healthcare and pension security issues; and

WHEREAS, the UPS negotiating committee unanimously decided it would support early negotiations to address healthcare and pensions, but not open up the contract;

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters will educate, mobilize, and unite all UPS Teamsters on one of the most important issues facing American workers today, and take the steps to enter into early negotiations with UPS to lead the fight for secure healthcare and pensions.

(Applause)

GENERAL PRESIDENT HOFFA: Make a motion.

VICE PRESIDENT HALL: I move for adoption.

GENERAL PRESIDENT HOFFA: Do we have a second? Mike 2.

DELEGATE ANDY MARSHALL, IBT Local 104, Phoenix, AZ: Thank you, Mr. Chairman. I'm secretary-treasurer of Teamsters Local 104, Phoenix, Arizona. Just as the overwhelming majority of delegates in this room, we, too, as an entire slate were elected to support the Hoffa-Keegel Slate. Take note, Mr. Leedham, wherever you may be. I say that because it's kind of hard to pick out so few delegates in such a large crowd.

(Laughter)

That overwhelming majority — I hope you do the right thing when the time comes for it.

But I would like to second the motion to adopt this resolution and reserve the right to speak on it.

GENERAL PRESIDENT HOFFA: Okay. We've got the second. Go ahead, Andy.

DELEGATE MARSHALL: We have the opportunity to pull off another miracle here. I want to commend both of you for already convincing UPS to come to the table. There's been a lot of concern from the members about that. That's already been taken care of.

The pension issues are going to take a lot of education. We have a unique opportunity. The company is out there daily trying to misinform our members about the benefits of single-employer pensions. We have a golden opportunity to educate them of the exact opposite using the airlines and the auto industry.

So I think that it's very important that everybody get behind this. I move that when it comes time for the vote, that you strongly support this. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Mike 4.

DELEGATE FRANK BURDELL, IBT Local 407, Cleveland, OH: Good afternoon, I'm president and principal officer of Teamsters Local 407, Cleveland, Ohio. I rise in support — and a Hoffa delegate.

I rise in support of this resolution. Recent polls, surveys, petitions have already demonstrated to UPS management that members are concerned and will support early negotiations to protect their futures and their family's future.

Early negotiations will show management that the Teamsters Union is serious and will do whatever it takes. By negotiating early, we can point out to the company that customer base can be protected with an early settlement. Their non-union competition will not be able to scare UPS customers to their side with any rumors of possible strikes and delays. It's to the company's advantage to keep labor peace and protect their company base.

Lastly, early negotiations will help build confidence in support of our members. The end result will be a Teamster contract, like the last one, that set standards in the industries. God bless Jimmy Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

VICE PRESIDENT CIPRIANI: Mr. Chairman, I'm a proud member of the Hoffa-Keegel Slate, President of Local 391 and Joint Council No. 9.

I'd like to rise in support of the resolution. I believe it's the right thing to do for our members and their families. It gives us time to educate our members on the issues. It gives us time to educate and prepare our members about the company's propaganda. It also gives us time to bargain for what is necessary to strengthen our members' pensions and to secure their futures. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

2.

VICE PRESIDENT MACK: Mr. Chairman, I'm also a proud member of the Hoffa-Keegel Slate and a delegate from Teamsters Local 70. I'm speaking in support of the resolution.

About a week ago I had the opportunity to visit our members in the Oakland terminal. As I was walking around the building and speaking with them, one of them asked me, he said, "Well, what's the story on the survey?" I said, "Well, did you vote?" And he said, "Yeah, I sent it in." I said, "Well, did you want it opened?" He said, "Yeah, I want to get into negotiations."

I said, "Well, okay, that's great." He said, "Do you know how long this contract is going to be?" I said, "No, I don't know how long it may be, but what do you think it should be?" And he said, "Eight years." And I said, "Well, why would you want an eight-year contract?" He said, "Because I've got eight years till retirement."

(Laughter)

The resolution is not only popular with our members but it speaks to the uncertainties that they're facing in the job and the economy in this country.

It gives us the opportunity to address some of the issues that are still out there contractually, where members are abused by the company, and it gives us the opportunity to address it sooner rather than later.

Third, it gives us the opportunity to separate United Parcel Service from some of the large profits that they're making and share that with our members, and that's a good thing to have happen, especially when you can do it early.

So I would urge the adoption of this amendment, and I would call for the question, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Okay. I think we should move along. All those in favor of the UPS resolution, signify by saying aye.

Anybody opposed?

None being heard, it is passed. Thank you.

(Applause)

Now we're going to turn our attention to a major organizing campaign that is underway at UPS Freight, formerly Overnight. The Teamsters are going to organize UPS Freight and give the nearly 15,000 workers the respect and dignity that they deserve.

Please welcome International Vice President Tyson Johnson, Director of the Freight Division.

(Applause)

UPS FREIGHT

VICE PRESIDENT JOHNSON: Good afternoon, I would like to say before I give this presentation that there may be a few delegates in this room that I offend or make mad. And if that's the case, I really don't give a damn.

(Applause)

For more than a half a century, workers at Overnight Transportation have fought for a strong voice in the workplace trying to form a union with the Teamsters Union and a contract. This company has fired hundreds of workers, hundreds of NLRB violations. They are probably one of the worst NLRB violators in the United States.

As you'll all remember, organizing drives started with this company in the early '90s. When Jim Hoffa's administration took over in the latter '90s, locations had been in negotiations for six, seven and eight years, to no avail, no contract. And despite some of the rhetoric we have heard here today, there is a difference between organizing and organized. Organized is when an election is won, contract negotiations are concluded, that contract is ratified and the members are working under the benefits of that contract. As I just stated, negotiations had drug for a number of years.

In 1999, because of the intestinal fortitude of Jim Hoffa, the General Executive Board and former Director Phil Young, an unfair labor

practice strike was started at Overnight. Those workers were fed up with the years of abuse and ill treatment by Overnight Transportation. At the time, Overnight was owned by UP Railroad.

If you also recall, we didn't have a strike fund at the time. Hell, we barely had a general fund at the time. Misappropriation and people with the inability to handle money. And Jim Hoffa and Phil Young — because many of you are in this room today, Joint Council leaders, local union leaders at freight locals, stepped up at their request and created, through monthly donations, a strike benefit for these workers. That strike terminated in 2002. We had a change in the White House; a number, many, many NLRB charges, unfair labor practice charges, were at the national level, the Bush administration tanked. But again our local unions stepped to the plate, they kept that fight alive for a number of years through their donations.

Although we did not gain a contract with Overnight, there were substantial improvements in the conditions for those employees; wages increased over 4.50 an hour, improvements in health and welfare and pension, improvements in their working conditions.

As you are all aware — and you have heard today — in 2005, UPS, the company, our largest contract in this union, purchased Overnight Transportation for $1.25 billion. Since that acquisition, many things at Overnight Transportation has changed, with the rare exceptions of Leo Suggs and his upper management and their anti-union tactics. That's why I was pleased in April to be a part of announcing and launching the campaign to finally win the Overnight workers, now UPS Freight, a strong contract and the respect they deserve in their workplace.

Since UPS acquired Overnite, many things have changed for those employees. They have implemented many of the UPS work rules and standards and have gone overboard because there is no contract there. More so now than ever, those employees are entitled and deserve a contract. In April, the Freight Division co-signed a letter with General President Hoffa to our locals and to our freight stewards calling on their assistance to help with this organizing effort.

After that acquisition, the Freight Division fielded many calls from our local unions and from many of the former Overnite employees, now UPS Freight employees. We maintain contact with those employees over the years, and they are eager.

But for an organizing drive to work, it has to be planned; there has to be strategy and things have to be put in place. And I stand here and tell you today, with your assistance, freight locals and freight stewards, we can achieve that. We have an upper hand now. UPS owns Overnite, not Union pacific Railroad. I'm going to call on every freight local in this delegation. Step up and help this cause. Thank you.

(Applause)

VICE PRESIDENT HALL: Well, we've heard about where we've been, and one thing's certain: Tyson Johnson and the Freight Division and the freight members have done a tremendous job.

(Applause)

So the question is, what are we doing right now? As Tyson has talked about, we've launched a member education and mobilization campaign to reach out to UPS Freight drivers. We've sent materials to both Freight and UPS workers, and as Tyson said, they've done a tremendous job in member-to-member mobilization. We call our campaign, "One Company, One Union." UPS drivers and freight drivers all across the country are talking to the UPS Freight drivers about becoming a Teamster member.

Our members are talking to them every day about wages and benefits and what it means to

have a voice on the job. Both our UPS Teamsters and our Freight Teamsters see how important it is that UPS Freight be organized.

Teamster members understand how critical it is to organize this company so that they can maintain and improve upon what they have. Our members have the best contracts in their industries, and they want to see UPS drivers have the same.

We've been getting reports from all over the country about how UPS Freight drivers want to be Teamsters. We're going to help them achieve that. We've made tremendous headway, organizing Overnite transportation terminals all over the country in the past. What happened to us in the past is that while we had tremendous support and tremendous momentum, the National Labor Relations Board failed us, and then came the Bush administration which destroyed our campaign.

So we realize today that we need a new kind of strategy. Some say — some have questioned whether or not we have some — I hear talk about secret plans and lots of things that people are talking about. Well, I have to tell you, it's not about secret plans; this is not a CIA operation. But I must say this: It would be incredibly stupid, as I have said before, to announce to UPS what our strategy is going to be before we implement it.

(Applause)

What it actually takes, it takes patience, it takes leadership, and as Brother Johnson said, it takes a strategy.

Now in regard to the patience, we've sort of went both ways with this. I think we've been patient, but I must say that on the morning that UPS purchased Overnite, I got a call about five minutes after they announced it from UPS management saying, "Oh, by the way, we just announced that we purchased Overnite." So I thought it might make some sense for me to call some key players in this union. So I called the General President, the General Secretary-Treasurer, and Tyson Johnson, the Freight Director.

So I said we need patience, but I must say, we didn't start out that way, because when I told Jim Hoffa that UPS just bought Overnite, he said, "Well, I want them organized. When are we going to have them organized?"

I said, "Well, you know, I don't think it will be today, but if you'll give me some time." So he did. He asked me to come to D.C. to his office the next day and again asked me, "Have you made any progress on getting Overnite organized?"

The plan we have is, again, first of all, we have tried to be patient and to develop a strategy, and that strategy is that given the problems we have, particularly with the Bush Labor Board, and the inability to have justice for our members through the National Labor Relations Act, we have decided that the best strategy is to organize one location, to get them a strong contract that would include card check and neutrality, then to use that contract to organize the rest of UPS Freight all over the country. We have been working very, very hard on that strategy.

Just as we said to UPS concerning opening the contract early — we said to them, "You need to come to the table and be reasonable or you're going to leave us no choice but to take the fight to you in each and every location across the country."

The General President — after the DVD was sent by Overnite management, and UPS management said, "We didn't know that happened," the General President said, "If you truly didn't know that happened and you truly believe that workers should have the right to make their own choice, then we want to see something in writing that says that's how you believe, because right now, all we see is an anti-union, propaganda-filled DVD that was sent to Overnite workers — or UPS Freight workers around the country."

As a result of all the hard work of our Freight members, our Freight Division, our UPS members, our division, and the pressure applied by this administration, and particularly by the General President, I would like for Brother Tyson Johnson to join me at the podium along with the General President. I have a presentation for them.

President Hoffa, I have a signed agreement with United Parcel Service that I would like to present you.

GENERAL PRESIDENT HOFFA: We have a signed agreement. The very letter says, "This agreement between the Teamsters and UPS Freight is a letter for card check and neutrality for Overnite."

(Standing ovation)

That is right! We did it! We did it!

(Standing ovation)

All the work! All the hard work! All the members who sacrificed! What a deal!

Congratulations!

Congratulations!

Here it is. Here it is. Well, we won it — card check, neutrality. UPS Freight. Wow!

VICE PRESIDENT HALL: It appears to me that you might be a little bit excited about that announcement, so I just want to make one thing clear. We haven't had any time to work on how we're going to kick this off, but understand this: As I said, our plan for the past several months has been to organize one location and negotiate a strong contract and extend, once again, the same kind of neutrality and card check to those locations.

There are provisions of this agreement where there's certain notifications that we have to give, so I ask you — I know we're all excited; I'm certainly excited about it — but I ask you, just be calm. Let's get through the rest of this great convention. Next week, probably on a Thursday or Friday, we will notify you at your locals once you get back. We will be having a conference call to tell you more about the direction so that we can apply the strategy. We hope to have them actually organized in a very, very near future.

(Applause)

GENERAL PRESIDENT HOFFA: Okay. Wow! Mike 4.

DELEGATE SEAN M. O'BRIEN, IBT Local 25, Boston, MA: Mr. President, I'm a Hoffa delegate, proud member of this great organization. I'm a fourth-generation Teamster with a local that has the biggest legacy in my eyes. We've led by example. Fortunately, I was able to be a part of what happened in 1999. It was necessary that that had to happen, and we support it in relation to the Overnite strike in 1999. That was an extremely difficult strike. It was extremely violent and not well received by the Overnite drivers.

However, it was necessary.

In 2001, I was elected as a Hoffa delegate again. And a lot of times, as leaders in this great union, we have to make commitments. As I stated earlier, I'm a fourth generation Teamster that learned about unionism over the dinner table. One thing I was taught when representing members in this great union is that the only thing you have left in this business is your word and your commitment to the membership.

In 2001, you, Mr. President, made a commitment to this membership that you would organize Overnite Freight. And I'm proud to be a part of your legacy going forward and helping to move this local and organize UPS Freight for the coming members. We need to make sure that in order to deliver our future, we have to look to our past. So it's a great testament to you and Ken Hall and your leadership abilities in this fight against UPS. I applaud your leadership. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Sean.

Mike 6.

DELEGATE BRAD SLAWSON, IBT Local 120, St. Paul, MN: Mr. President, I'm vice president, Local 120. Sorry for my voice but I got a story I must tell. My members want to thank you for a lot of different things. This is my fifth convention, my third convention supporting yourself. We had a very strong strike on the Overnite situation. This is Tom Keegel's local, we took it very serious. We went on strike when we were asked to. We struck for over two-and-a-half years. Our local paid our members on strike over $600 a week in strike benefits for every week that they were on strike at Overnite. We bought all of their groceries the entire time that they were on strike.

We take it very serious on the Overnite situation. We want to thank you for not forgetting. We want to thank you and Mr. Tyson and Mr. Hall for being a man of your word, standing in the trenches and not making our two-and-a-half year fight where people lost their jobs and stood in the trenches to be a Teamster — you didn't forget and we're not going to forget either. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Mike 2.

VICE PRESIDENT LYTLE: General President Hoffa, Secretary-Treasurer Tom Keegel, Tyson Johnson, our National Freight Director, and Ken Hall, our UPS Freight Director. I'm Walt Lytle, Central Region International Vice President and Central Region Freight Coordinator. There's one reason — and this delegation needs to understand this — that UPS has given you a neutrality agreement to organize Overnite or UPS Freight, and that's because of the fear of the Teamsters Union.

(Applause)

That fear, General President Hoffa, comes from, as I spoke or read a resolution yesterday, from your forward and out-of-the-box thinking, from the Special Convention that restored the financial condition of the International so we could instill the fear to UPS to give us a neutrality agreement, the fear that we put in them through the National Master Freight Agreement when the prior administration gave up our right to strike over grievances and you had the courage and supported the National Negotiating Committee and the National Master Freight Agreement to return the hammer and our right to strike which gives us solid support in the National Master Freight Agreement and a way to win grievances. That's what causes these type of things, not TDU, not empty promises; promises that are made, promises that are kept.

(Applause)

You, I and other members of the General Executive Board have been the recipient of vicious attacks by these outside people. When we fail, they're there to say so. When we win, they're there to tear it apart. When they're asked for answers, they don't have any. They didn't have any when they run this union.

I sat on the Executive Board for two years, unfortunately, with that administration. I sat on the Finance Committee while our International was near bankruptcy. And there was never a finance meeting called. And the individual who intends to run against you also sat on that Finance Committee but never once sent a letter to the General President, as I did, to request a meeting of the Finance Committee to talk about the dire straits that our International was in.

They damn us for the failed attempt to get Overnite under contract. They were part of that problem. They were part of that failure because we were weakened by what they left behind, a broke International, no strike fund —

(Applause)

— and an International that was trying to gain their legs back and direction. And that direction was given to us by two of the finest individuals in this country, our General President James

Hoffa and our General Secretary-Treasurer Tom Keegel.

(Applause)

Not only UPS, employers fear unions for one reason, because of their strength, and the strength comes from, as Jim said, money and knowledge. Jim has put together a team to run this union. He is an individual that is outstanding, to take the chance to think out of the box.

General President Hoffa, General Treasurer Tom Keegel and General Executive Board and especially today the Director of UPS Freight Division Ken Hall and the Director of the National Freight Division Tyson Johnson, I salute all of you and thank you from the bottom of my heart and for every Teamster in this country. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE KEVIN MOORE, IBT Local 299, Detroit, MI: Thank you, General President. I'm the president of Local 299, Detroit, Michigan, the home of James R. Hoffa.

(Applause)

General President, I'm a third generation Teamster from the city of Detroit, Michigan, Local 299. My grandfather and your father are looking down on you today, and they are saying to this delegation, "That's how you do it in the Teamsters business."

As I look upon this delegation today — and I seen six years ago our General President and C. Thomas Keegel and this Executive Board said, "We will bring Overnite to a contract, we will get them."

They didn't bring it to fruition a couple years ago because of the way that the laws and the NLRB was treating our union. But that didn't mean our General President was going to back away and not bring this to fruition.

As I look around this delegation today and I see some of the people from my home state that have been walking in the backyard with Tom Leedham and Ken Paff, I need to ask you one thing today — you've been here for two straight days watching this Executive Board and this administration put this International at a level it's never been in its history. I've got one question for you: I know you've been drinking the TDU Kool-Aid, but the Hoffa team has got the antidote. Come to our side, do what's right, tell Ken Paff and Tom Leedham to go home, save $20 million and let's move forward.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE PAT FLYNN, IBT Local 710, Chicago, IL: Mr. Chairman, Pat Flynn from Teamsters Local 710 in Chicago.

(Applause)

A Hoffa delegate, currently incognito.

Not unlike Walt Lytle, I, too, had the misfortune of being elected in 1996 and serving on the other Executive Board for two years. I stand here to applaud my current Executive Board members, my current Executive Board brothers, Ken Hall and Tyson Johnson. It's an amazing feat that you have accomplished here, and I'm proud of you, and I've been proud to work with you ever since you both have been on the Board and I thank you for what you've done.

I'm going to take a point of personal privilege, though, and I'm going to respect the decision you gentlemen make and I'm going to support the decision you gentlemen make. But I am going to tell you this, I come from the city of Chicago, from one of the largest locals in this country. My brother Steve Pocztowski from 705 runs one of the other largest locals in this country. And our Joint Council 25 and its President John Coli has been recognized throughout this convention as one of the most progressive Joint Councils in this country. We have a large Overnite facility located in Chicago, Illinois. And I'm not trying to influence you, but if you

want to make that number one, I stand here on behalf of those two other gentlemen and I pledge to you our 100-percent support in getting that facility organized.

And if you choose not to make it number one, whenever you go, we're going to be there to help you, and we're going to wait our turn and we're going to take ours out when you decide. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Tyson Johnson.

VICE PRESIDENT TYSON: Point of privilege, Mr. Chairman, if I may.

GENERAL PRESIDENT HOFFA: Certainly.

VICE PRESIDENT TYSON: Delegate brothers, Ken Hall has near accomplished the impossible, absolutely.

(Applause)

Do as he says, wait until after the convention.

And, General President Hoffa, there is important business at hand. As bad as I would love to give this Freight report, I'm going to ask you to suspend the order of business for the balance of the day and let Joint Council 58, Joint Council 80, Joint Council 75 and Joint Council 87 get to the voting booth, sir.

GENERAL PRESIDENT HOFFA: Well, we're almost there, Tyson, okay. Do you have one more thing to do?

Okay. We're going to wrap up with one more thing that Ken has to do, and then we're going to go back and we're going to let everybody get a chance to vote. Ken, why don't you finish up, then you're going to hear from Tyson tomorrow morning.

Go ahead, Ken.

VICE PRESIDENT HALL: Finally, I would ask the delegates, alternates and guests to welcome Steve Minjarez, an employee of UPS Freight, who hopes to be a Teamster soon.

(Applause)

BROTHER STEVE MINJAREZ
UPS Freight Driver, Paris, CA

Good afternoon. I'd like to thank Local 63 for inviting me here today. My name is Steve Minjarez and I am a line driver for UPS Freight, formerly Overnite Transportation. I've worked at the company since April, 2004 —

GENERAL PRESIDENT HOFFA: Let the brother talk.

BROTHER MINJAREZ: As you know, UPS recently bought Overnite and has renamed it UPS Freight. I know I speak for many of my co-workers in saying that we look forward to becoming Teamsters. The Teamsters have launched a member mobilization and educational drive to organize UPS Freight, with the transition to UPS policies have been put in place that make organizing even more of a priority.

One example was delay time. We used to get paid at the start of a delay, but now we face up to one hour unpaid delay time each time it occurs. We lost layover pay as well, which amounts to about $1,000 per year. UPS Freight also makes drivers do dock work at the end of their line runs, even if we're exhausted. We don't have guaranteed runs anymore, which can result in a steep loss of pay.

Earlier in my career I was a Teamster for 12 years when I drove for Von's Supermarkets. I know that being a Teamster means security and a better life.

UPS Freight workers look forward to having better pay and benefits and more secure retirement and a stronger voice on the job. I ask all of you here to support the Teamsters effort to organize UPS Freight so that I and my nearly 15,000 co-workers will have a brighter future. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Mike 6.

DELEGATE KEN WOOD, IBT Local 79, Tampa, FL: General President Hoffa, and

there's no doubt in my mind and there should be no doubt in anybody's mind I'm an elected delegate for the Hoffa-Keegel Slate. I'm proud to announce this is my fifth convention and I'm a 37-year Teamster.

I had the opportunity to start my career as a package car driver in Tampa, Florida. When I started that career, we were not continental United States, and there were many things we didn't have. One of the things we didn't have was a pension. And through the efforts of the Teamsters, through our contract negotiations, we've got a pension.

And I have seen how UPS has grown in the continental United States and all throughout the world, and they have grown only through the efforts of the Teamsters. And now there's an opportunity to help UPS once again to get bigger and stronger against the non-union competitors out there, and that is with Overnite. And it is with our efforts and through the leadership of this great International Union that that's going to happen.

And I had the opportunity back in the early '90s to become acquainted with Ken Hall. And in the 1997 contract when the first time ever there was a nationwide strike, I had my doubts as to where we were going; but in the end it turned out right. And in '02 — in my thoughts in those negotiations, how are we going to top what we did in '97? As I told Ken Hall, "You pitched a winner in '97. In '02, you pitched a perfect game."

And now we've got to do it one more time. I know through the efforts of Ken Hall and Tyson Johnson, with the leadership of our General President, it's going to happen. I applaud you for having the right people doing the right job. The only way this is going to continue to happen is to have responsible people and not hypocrites doing the job.

In 1977, I got a call from an individual that was an upstart rag organization — for those of y'all who have been around, you remember UPSurge & PROD — and that was TDU. And I told them my allegiance is to one union and one union only, and that's the Teamsters. The Teamsters got me where I am and the Teamsters is going to take me where I want to go. I'm proud to be a Teamster, I'll die a Teamster.

For that, General President Hoffa, I call for the motion on the resolution for the neutrality with the Overnite Freight. God bless you and God bless the Teamsters.

GENERAL PRESIDENT HOFFA: There's no vote; it's all done.

Mike 2.

DELEGATE GARY KITCHEN, IBT 880, Windsor, ON, CAN: Point of personal privilege, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Go ahead, Gary.

DELEGATE KITCHEN: I'm the secretary-treasurer of Teamsters Local 880 in Windsor, Ontario, Canada. Mr. Chairman, my point of personal privilege is based on earlier today we had nominations for the positions of International Trustee. It's come to my attention now — I've just been handed a document that I need some clarification on and I feel the delegates to this convention need clarification on prior to them going to vote tonight.

We were assured earlier there was two absentee trustees from the Leedham TDU Slate that were not here to accept their nominations. We were assured on one case by Sister Pope that the proper paperwork had been signed and turned into the Election Officer. The document I hold in my hand right now not only indicates that Millie Gonzalez did not put the proper paperwork in, but also neither did Bill Gibson, which are both trustees on the Leedham TDU Slate, which based on those facts, both of those candidates have been withdrawn from the Leedham Slate and the delegates need to know that before they go in to vote tonight.

Now, I and the rest of the delegates would like to know two things. We were assured by Sister Pope that the proper paperwork had been turned in prior to that nomination meeting, so we want to know — 98 percent of us here want to know, was she lying when she came to the mike and said the paperwork had been filed?

And No. 2, what the other 98 percent of this delegation would like an answer on is will Tom Leedham step up and do the right thing, stop this election based on the numbers that are here and let's keep this union moving forward. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Well, thank you. Evidently there's a lot of developments with regard to these two trustees. I'm not the Election Officer and I really don't want to make that announcement. I understand there has been some developments along that line, but we're going to see it. But since we don't have the Election Officer here, I'm not going to make that announcement because it might change the vote.

But we will go on from here. I know that each of you will vote for the person you're going to vote for. But I do think there might be an announcement when you get to the voting polls. So we'll go from that.

Okay. Now, let me just tell you this: Everybody who is a delegate has to vote. Nobody get lost between here and the polling place, 5 to 7.

Let's be in recess, and let's go vote. Thank you very much.

(Applause)

(At 4:55 p.m., Tuesday, June 27, 2006, the Convention was recessed, to reconvene at 9:00 a.m., Wednesday, June 28, 2006.)